H^RWELL

Sustainability Impact Report 2025

Tangible action for a genuine difference

Foreword

Welcome to this year's Sustainability Impact Report.

As we look ahead, we remain mindful that the decisions we make today will shape the world we leave for future generations. I remain committed to leading Harwell Science and Innovation Campus on a path of responsible, ethical, and sustainable stewardship.

This report reflects on the past year's sustainability journey, setting out both the progress we have achieved and the challenges that continue to demand our attention. It reinforces our belief that sustainability is not optional, but fundamental to long-term resilience and success.

At Harwell, our impact extends far beyond our physical environment. It influences the wellbeing of our members, contributes to the vitality of the communities we support, and plays a role in protecting the health of our shared planet.

While we are proud of the strides we have made, we are equally aware that there is more to do. This report marks another step forward in our ongoing commitment to continuous improvement and meaningful change.

Jim Stretton
Managing Director

Preface

Throughout 2025, we have continued to advance our long-term sustainability roadmap, focusing on the areas that matter most to our Campus community and stakeholders. This report highlights progress towards reducing operational carbon emissions, delivering highly sustainable buildings, enhancing biodiversity across our estate, promoting sustainable travel, and creating lasting social value for the communities we serve.

The achievements outlined in this report reflect the collective efforts of our partners, occupiers, suppliers, and Campus teams. Together, we have maintained our commitment to procuring renewable electricity for managed buildings, diverting waste from landfill, expanding sustainable travel initiatives, and strengthening our contribution to nature recovery and local economic prosperity. These actions support our wider vision of developing a sustainable campus for world-class science and innovation while contributing to national and global sustainability goals.

At the same time, the scale of our future ambitions requires continued focus. With significant planned expansion over the coming decades, we recognise the importance of embedding sustainability into every stage of development, ensuring that growth is achieved responsibly and that the Campus remains resilient to future environmental, economic, and social challenges.

Emmanuel Deschamps
Sustainability Director

Executive summary

Harwell exists to provide a world-leading Campus for science, technology, and innovation, and the Climate Emergency demands that we provide the most sustainable buildings and infrastructure to enable sustainable growth.

This Sustainability Impact Report provides an insight into Harwell's journey throughout 2025 to deliver a **Campus Fit for the Future**, with a focus to turn our sustainability vision into tangible and meaningful action.

2025 highlights

We signed an exclusive agreement with energy infrastructure company SNRG, to design, fund and operate a smart grid and further reduce carbon emissions.

We reviewed our Biodiversity Net Gain Strategy and identified opportunities for biodiversity enhancements to benefit both people and nature.

We continued our efforts towards offering more active and sustainable travel options to employees and visitors.

We applied circularity principles by deconstructing a building for reassembly and reuse by a 3rd party instead of demolishing it for disposal.

We applied neuroinclusive design strategies to the refurbishment of Lumen House, creating environments where diverse minds can thrive.

We partnered with The Propeller Academy Trust to offer construction engagement days to pupils from local Special Educational Needs and Disabilities (SEND) schools.

We brought the world-renowned Museum of the Moon to the Campus and welcomed 4,750 visitors as part of the Light Project, a series of public events celebrating Harwell's 80th anniversary.

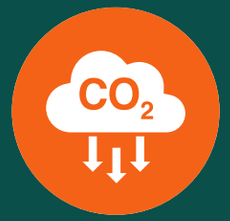
Our vision

At Harwell, we have a vision to develop a sustainable Campus for world-class science and innovation, and to be recognised as a catalyst for sustainable growth.

Contents

Key focus areas

To put Vision into Action, ARC has identified 7 Key Focus Areas, aligned with the UN Sustainable Development Goals (SDGs), as the guiding principles for a successful, prosperous, and sustainable Campus.



Carbon and GHG Emissions

Nature and Environment

Materials and Supply Chain

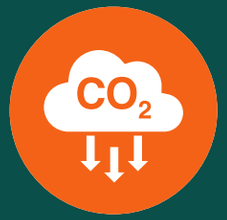
Climate Resilience and Adaptation

Connectivity and Transport

Health and Wellbeing

Community and Local Economy

Objectives



Carbon and GHG Emissions

Transition our built environment towards Net Zero by 2050, halving emissions by 2030.

Nature and Environment

Protect the local environment and manage our estate sustainably, creating a network of green spaces for people and nature.

Materials and Supply Chain

Adopt circular economy principles through sustainable procurement and responsible sourcing.

Climate Resilience and Adaptation

Make our buildings and infrastructure resilient to the predicted changes in the climate.

Connectivity and Transport

Encourage active travel choices and provide low emission transport options to commuters.

Health and Wellbeing

Provide an environment that safeguards and enhances the safety, health and wellbeing of staff and visitors.

Community and Local Economy

Make a lasting positive contribution to the community and local economy by delivering environmental, economic, and social value.

Carbon and CHG Emissions

Objective

Transition our built environment towards Net Zero by 2050, halving emissions by 2030.

This will be achieved by:

- Developing a Net Zero Transition Plan and setting science-based targets
- Delivering low carbon buildings, with a focus on reducing upfront embodied carbon and minimising energy demand
- Quantifying and reducing operational carbon emissions from occupied buildings, phasing out fossil fuel as primary building energy source
- Driving the reduction of carbon emissions from the supply chain (goods and services)
- Enabling the integration of renewable energy generation and battery energy storage system (BESS) through a private distribution network
- Procuring renewable electricity backed by Renewable Energy Guarantees of Origin (REGOs) and enabling access to additional renewable energy sources through Power Purchase Agreement (PPA)

Stock image for illustration purposes only

Operational carbon

Reporting and reducing energy use from core active assets (>50% annualised occupancy)

In 2025, we continued engaging with our members to collate energy use data from all buildings with the aim to enable tangible carbon reduction.

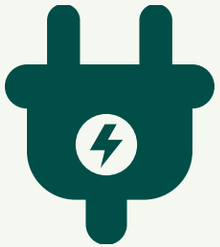
Despite electricity use increasing significantly with recently completed buildings becoming operational in 2025, the overall energy use intensity remained stable, and the carbon intensity decreased by 14%, driven by the UK grid electricity decarbonisation.

Gas use

2.3 GWh

-3% (2.3 GWh in 2024)

Electricity use



17.8 GWh

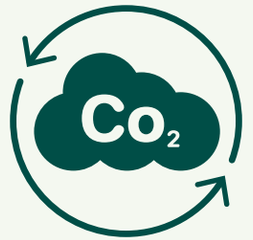
+26% (14.2 GWh in 2024)

Energy use intensity

301kWh/m²

-1% (305 kWh/m² in 2024)

Carbon emissions



3.6 $ktCO_2e$

+5% (3.4 $ktCO_2e$ in 2024)

54$kgCO_2e/m^2$

-14% (63 $kgCO_2e/m^2$ in 2024)

Operational carbon

Reporting and reducing energy use from managed assets (>50% annualised occupancy)

In 2025, we reduced the absolute carbon emissions from our managed buildings by 9%.

While the overall energy use remained stable, the associated carbon emissions decreased, driven by the UK grid electricity decarbonisation.

Gas use

0.71 GWh

-4% (0.74 GWh in 2024)

Electricity use

2.3 GWh

+5% (2.2 GWh in 2024)

Energy use intensity

157kWh/m²

+3% (153 kWh/m² in 2024)

Carbon emissions

0.54 $ktCO_2e$

-9% (0.60 $ktCO_2e$ in 2024)

28$kgCO_2e/m^2$

-9% (31 $kgCO_2e/m^2$ in 2024)

Operational carbon

Transitioning our portfolio towards Net Zero

In 2025, we advanced our Net Zero Pathway by implementing practical measures, including:

Solar Energy

— As part of its retrofit from Office to Labs, Lumen House was equipped with a large solar array (~230 panels), expected to generate ~97 MWh of electricity per year. Moderna's Innovation and Technology Centre (MITC) was also fitted with an array of a similar size, tripling the Campus Joint Venture solar generation capacity in 2025 compared to 2024.

— With further installation planned in 2026, it is expected that solar electricity generation will exceed 1,000 MWh a year, enough to drive an electric car roughly 3 million to 4 million miles. This is equivalent to driving around the Earth over 120 times!

	PV systems peak power output (kWp)	PV panels coverage (sq m)	Number of PV panels	Predicted PV power generation (MWh/year)
Installed	310	1,405	720	290
Planned	1,025	4,800	2,410	925

Intelligent Building Optimisation System (IBOS)

— In 2025, we equipped 3 managed buildings with a smart, cloud-based operating system to identify opportunities to improve energy efficiency, unlock savings and reduce carbon emissions.

In 2025, Harwell signed an exclusive agreement with energy infrastructure company SNRG, to design, fund and operate a smart grid, making it the first UK science campus to install such technology in a commercial application.

Click here to learn more

A SmartGrid is an intelligent private distribution network that integrates advanced onsite monitoring, control, and communication technologies with cloud-based software to maximise grid capacity and minimise greenhouse gas emissions. It seamlessly connects and optimises multiple buildings and energy assets, reducing reliance on grid imports and exports.

At Harwell, it will support the integration of onsite renewable energy generation (i.e. solar PV), low carbon technologies (i.e. heat pumps), energy storage system (i.e. batteries) and Electric Vehicle (EV) charging stations, to:

— Manage grid capacity

— Minimise greenhouse gas emissions

— Reduce operational energy costs

Operational carbon

Transitioning our portfolio towards Net Zero

Quad Three, a new lab-enabled office development exemplifies how we're integrating tangible solutions to meet the demand of a Net Zero-aligned future:

- **EPC 'A', BREEAM 'Excellent', All-Electric** building enabled for Net Zero in Operation
- **Fabric First and Passive Design** to achieve high energy performance, minimising heat loss whilst preventing overheating
- **65kWp rooftop solar array consisting of ~100 PV panels**, predicted to generate ~60,000 kWh per annum
- **Solar shading and solar control glass** to minimise overheating and optimising access to daylight, contributing to employees' comfort and wellbeing
- **Air Source Heat Pump (ASHP) System** for low-energy space heating and cooling
- **Natural Refrigerant (CO2) Air to Water Heat Pump** to generate domestic hot water for taps and showers

Embodied carbon

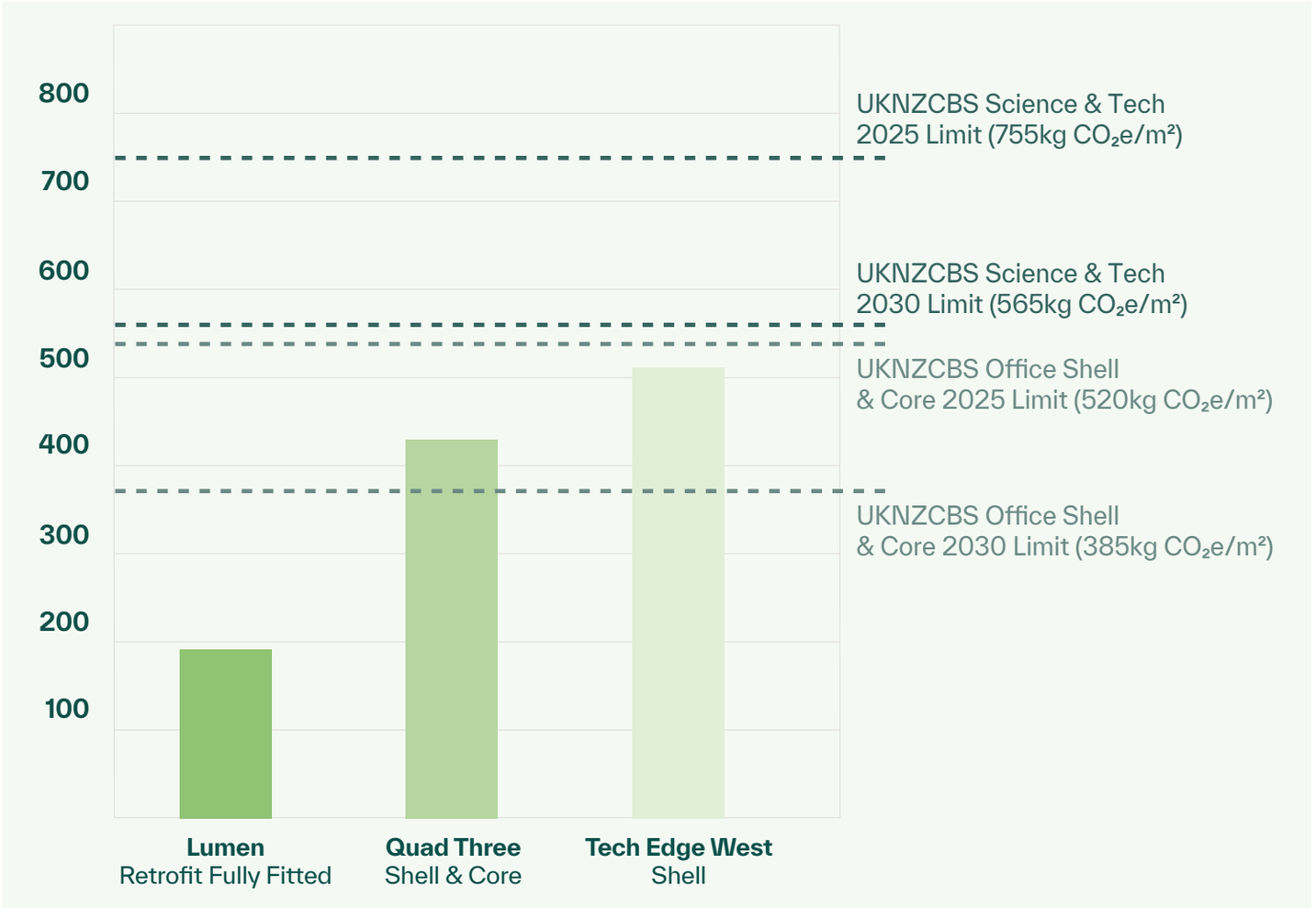
Transitioning our portfolio towards Net Zero

In 2025, we continued assessing the carbon impact of our new developments by measuring their Whole Lifecycle Carbon (WLC), driving reduction through design decisions and construction materials selection.

Focusing on the upfront embodied carbon which represents the GHG emissions associated with materials manufacturing, their transport to site and construction activities (A1-A5 excl. sequestration), our latest completed buildings yielded the following results:

- Lumen – As-Built (Office to Fitted Labs Retrofit) = 196 kgCO_2e/sqm* (152 kgCO2e/sqm excl. PV system)
- Quad Three – As-Built (Lab-enabled Shell and Core Office building) = 432 kgCO_2e/sqm* (428 kgCO_2e/sqm excl. PV system)
- Tech Edge West – As-Built (Industrial Shell Units) = 500 kgCO_2e/sqm* (excl. PV system)

These numbers are aligned with industry best practice, including the recently launched UK Net Zero Carbon Buildings Standard Version 1 (UKNZCBS).



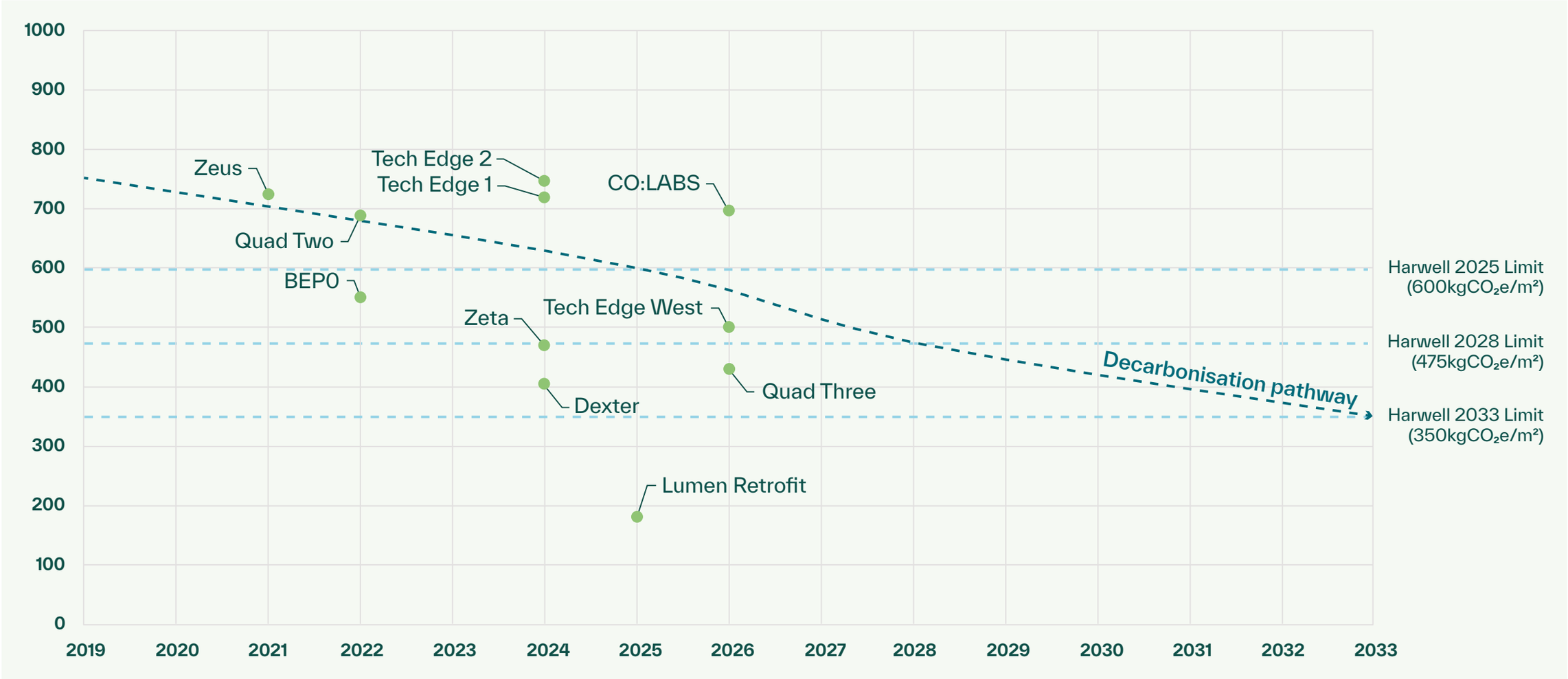
Notes

*based on RICS Version 2 methodology which includes external works and renewable electricity generation systems (e.g. solar panels when installed at Practical Completion)

Embodied carbon

Transitioning our portfolio towards Net Zero

Measuring the embodied carbon impact of our projects is allowing Harwell to set an ambitious Campus-specific decarbonisation pathway aligned with industry standard while considering the complexity of our buildings typology (lab-enabled office Shell and Core, fitted labs building and flexible Shell units).



Embodied carbon

Transitioning our portfolio towards Net Zero

In 2025, we implemented key design specifications and construction materials procurement decisions to minimise the impact of our new developments:

- On Tech Edge West, we instructed our Contractor (Glencar) to source lower carbon structural steel with high recycled content originating from Electric Arc Furnaces (EAFs). Due to the limited supply from the UK where the transition to EAF is ongoing, import primarily came from Spain (Celsa and Arcelor), but also from suppliers in Turkey and South Korea. Despite the associated transport emissions, this decision allowed the project to significantly reduce its embodied carbon impact. Additionally, the project selected a low carbon timber cladding product made in the UK from Scottish Larch, demonstrating that local and sustainable supply can go hand in hand.
- On Quad Three, we specified concrete with 70% cement replacement using Ground Granulated Blast-furnace Slag (GGBS) for the superstructure, acknowledging that GGBS, a byproduct of fossil fuel-fired blast furnaces used to make iron, is becoming scarce and a less sustainable option as the steelmaking industry transitions to EAFs. This scenario demonstrates how the construction materials supply chain is intricately connected and highlights the importance to explore alternative cement replacement from naturally occurring material such as calcined clay.
- On Lumen House, we prioritised a deep retrofit as opposed to a full redevelopment, halving upfront embodied carbon emissions while delivering a high-quality building certified BREEAM In-Use (Part 1) Excellent.

Nature and Environment

Objective

Protect the natural environment and manage our estate sustainably, enhancing its biodiversity whilst creating a network of green spaces for people and nature.

This will be achieved by:

- Avoiding the loss of habitats and preserving trees where possible
- Designing and maintaining a landscape that maximises biodiversity
- Delivering additional ecological features on our estate
- Securing biodiversity net gain through local partnerships
- Preventing air, land, and water pollution

Nature positive campus

Connecting people with nature

In 2025, we delivered Pico Park, a flagship landscaping scheme and an integral part of the Tech Foundry development.

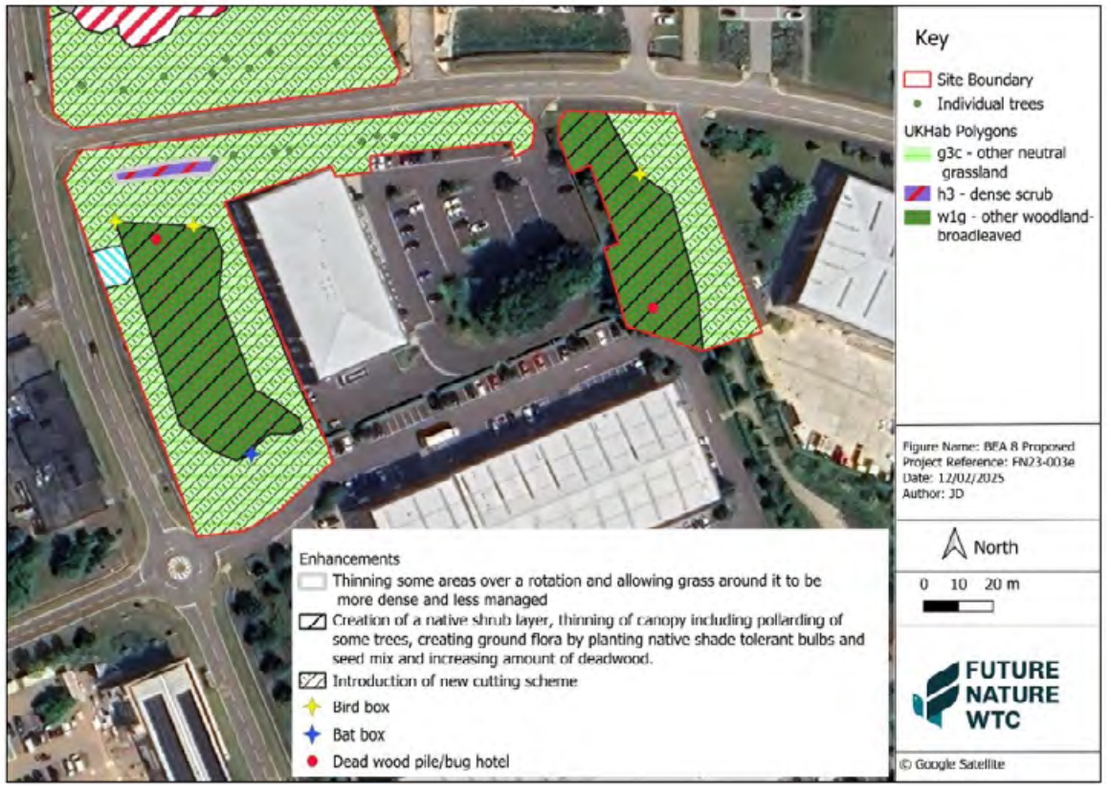
The 1.5-acre park is a generous open space designed to allow Campus residents and members of the public to sit quietly for a moment of reflection or to meet with colleagues and friends in connection with nature.

Nature positive campus

Connecting people with nature

In 2025, we conducted biodiversity-led studies to:

- Review our Biodiversity Net Gain (BNG) Strategy and inform the Masterplan of future developments;
- Assess small areas of land that could be improved to support nature recovery, including a butterfly survey to provide us with a baseline to measure the effectiveness of future enhancement initiatives.



Nature positive campus

Connecting people with nature

In 2025, we contributed financially to Biodiversity Net Gain (BNG) projects conforming to the Oxfordshire Nature Mark standard for BNG:

- Duxford Habitat Bank - Berks, Bucks and Oxon Wildlife Trust (BBOWT):

  Click here for more details

- Kilman Down Extension Habitat Bank - Trust for Oxfordshire Environment (TOE):

  Click here for more details

NATURE MARK CERTIFIED

Nature positive campus

Connecting people with nature

In 2025, we hosted photography workshops for young people, led by SharpShots Photo Club, including a session dedicated to pupils from a local primary school, to learn how to capture the beauty of the natural world, using the Campus' rich landscape as canvas.

The result was a masterclass in curiosity and creativity and a day full of inspiration, connecting closer to nature.

SHARP® SHOTS photo club

Nature positive campus

Connecting people with nature

In 2025, we continued advocating for Nature and Biodiversity, including:

- Nature Positive Campus Community Breakfast supported by the Trust for Oxfordshire Environment (TOE)
- Campus Nature Walk and Talk
- Campus Landscaping Team training by Lantra:

"A day of learning at Harwell Science and Innovation Campus. The team spent the day with the exceptional John Beavan MHort (RHS) from Wildbloom undertaking the Lantra course in understanding biodiversity. Topics included taxonomy and classifications, the laws and standards that all who work within the outdoors should be aware of, before stepping outside in between the rain to carry out basic field surveying and habitat identification. The IPM team are the first to go through the course in the UK, testament to our ongoing commitment to delivering a first-class service through training and awareness. A further step in demonstrating our drive to improve our own ESG goals and support our clients in theirs."

Dave Taylor, Chief Operating Office at IPM Facilities Ltd

Connectivity and Transport

Objective

Encourage active travel choices and provide low emission transport options to commuters.

This will be achieved by:

- Making sustainable and active travel options available to Campus staff and visitors (e.g., public transport, cycling)
- Providing incentives for choosing sustainable transport options (e.g., discounted bus travel, free bike loan)
- Delivering the infrastructure for the future of mobility (e.g., EV charging, cycle hub)

Sustainable and active travel

Promoting more sustainable modes of travel

In 2025, we made further progress in enabling the future of mobility.

- Providing incentives for cycling to/from the Campus:
  - 3 x Cycle to Work events with free bike servicing attended by over 200 participants.
  - 20 x bikes (including 11 e-bikes) available for free rental by all employees on Campus.
- Contributing financially to the ST1, X36 and X24 bus services connecting Harwell Campus to Oxford, Wantage and Didcot communities.

Active travel

Campus bikes

In 2025, our fleet of free hire bikes was used for 2,816 trips, travelling a total distance of 8,340km. This is the equivalent of cycling from Harwell to the Eiffel Tower 18 times!

- The average distance travelled was 5.7km.
- July saw the highest number of rentals with 313 rides.
- An estimated 2,085kgCO2e was saved by choosing to cycle instead of driving.*

DONKEY REPUBLIC

BAINTON CYCLING EXPERIENCES BIKES

Notes

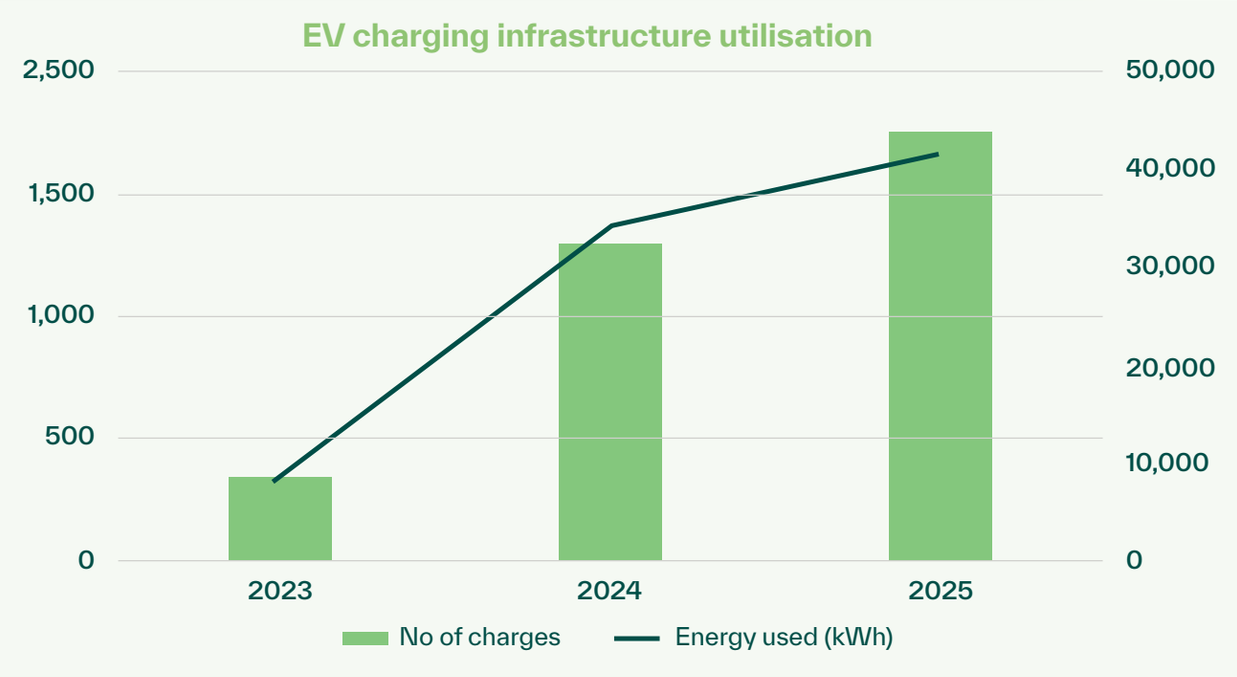
*The European Cyclists' Federation calculate that 21 grams of CO2 per kilometre are produced whilst cycling, while driving a petrol car emits 271 grams of CO2 per kilometre.

Electric travel

Enabling the future of mobility

In 2025, the utilisation of the Campus EV charging infrastructure kept growing steadily, contributing to the reduction of greenhouse gas emissions from commuter travel:

— 41,637.7kWh of electricity was used to travel an estimated 125,000 miles, saving about 28 tonnes of CO_2e compared to ICE* vehicle journeys.



Notes

Based on 3 miles per kWh; 41 miles per gallon or 9 miles per litre (diesel/petrol); 0.177kgCO_2e/kWh (electricity: UK); 2.57kgCO_2e/L (diesel with average biofuel blend)

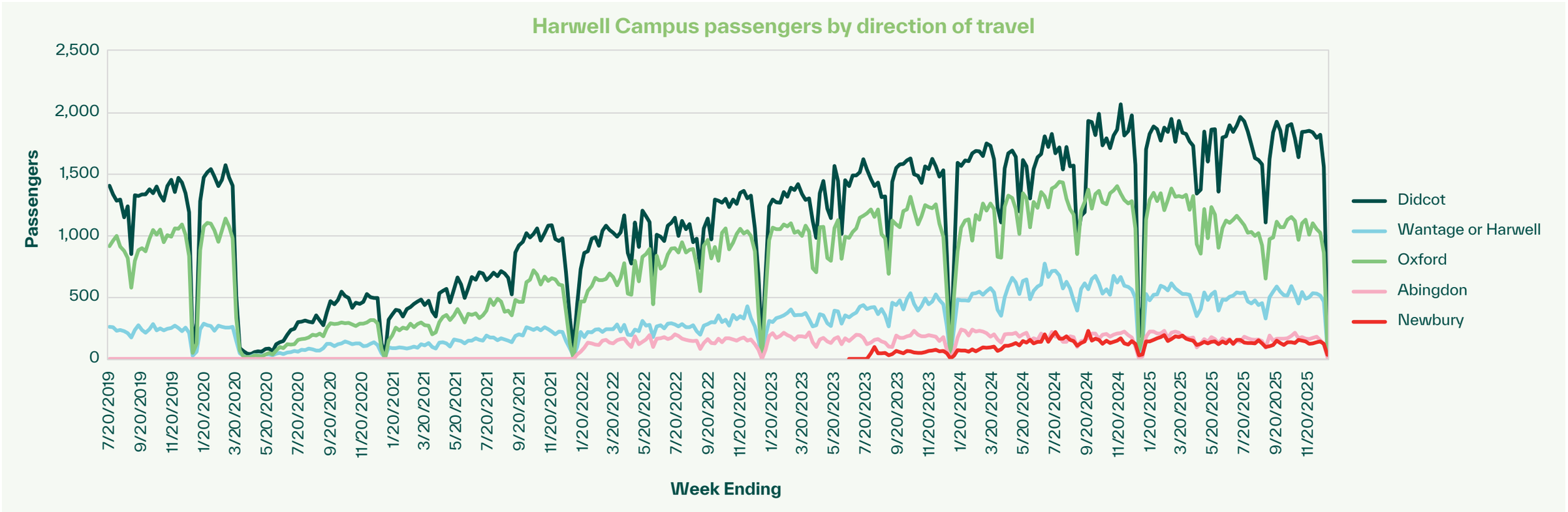
*Internal Combustion Engine

Bus travel

Promoting more sustainable modes of travel

In 2025, 186,000 trips were made to/from Harwell (189,000 in 2024).

The decrease of trips on the ST1 between Oxford and Harwell is in line with the pattern observed by Oxford Bus Company on “fast“ services between Oxford and South Oxfordshire, which may be explained by the worsening of journey times to Oxford due to various temporary traffic restrictions in and around the city (unrelated to the congestion charge).



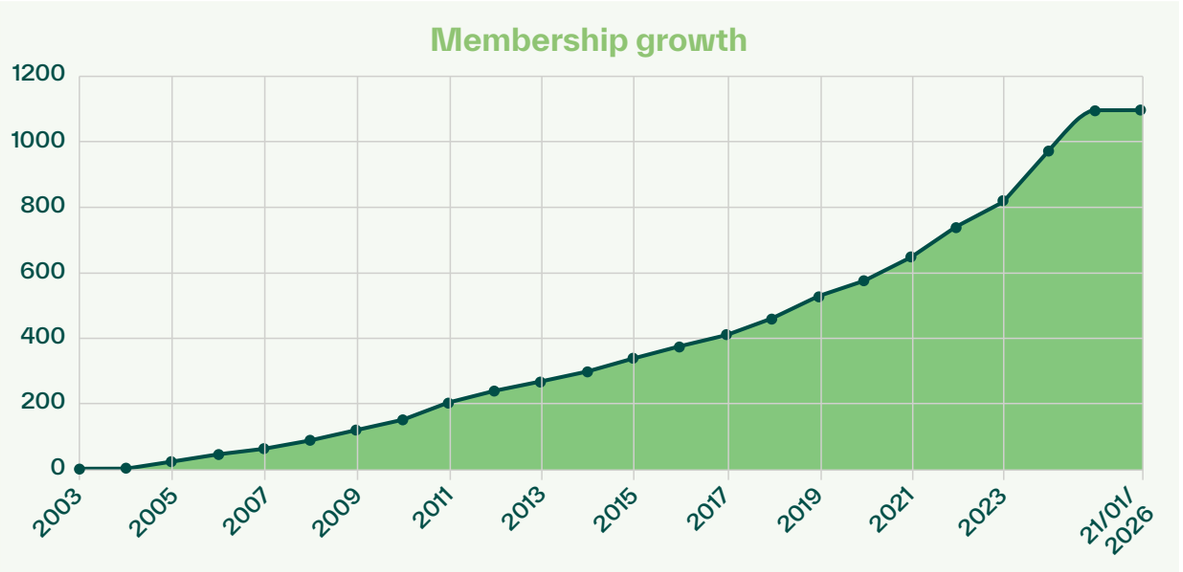
Shared travel

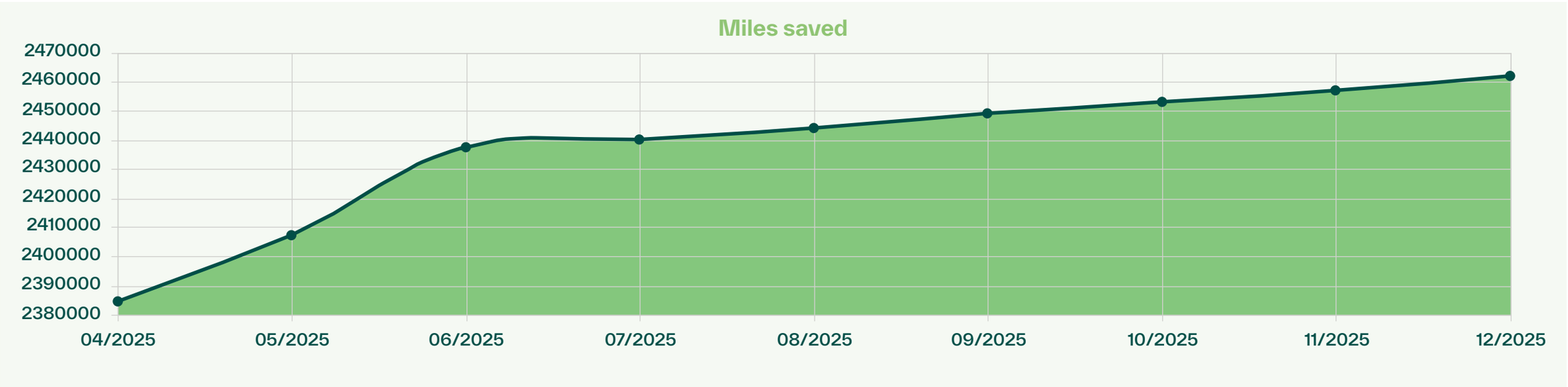
Promoting more sustainable modes of travel

In 2025, our Liftshare community remained strong with 1,098 members and 33 Liftshare teams (+ 4 in 2025).

The resulting shared journeys are estimated to have saved 21.63 tonnes in carbon emissions for a total of 543.49 tonnes (2,464,823 miles saved) since membership began in 2003.

1,098	136	98,117	£28,640
current members	members added last year	miles saved last year	money saved last year



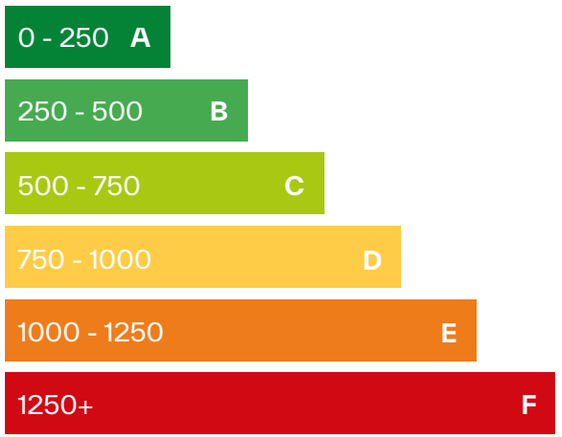


Sustainable and active travel

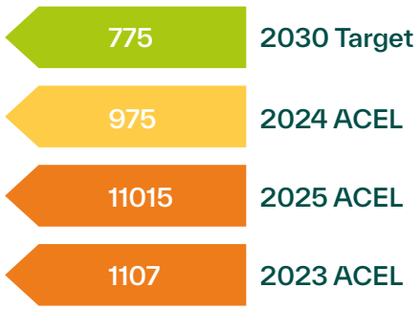
2025 travel survey

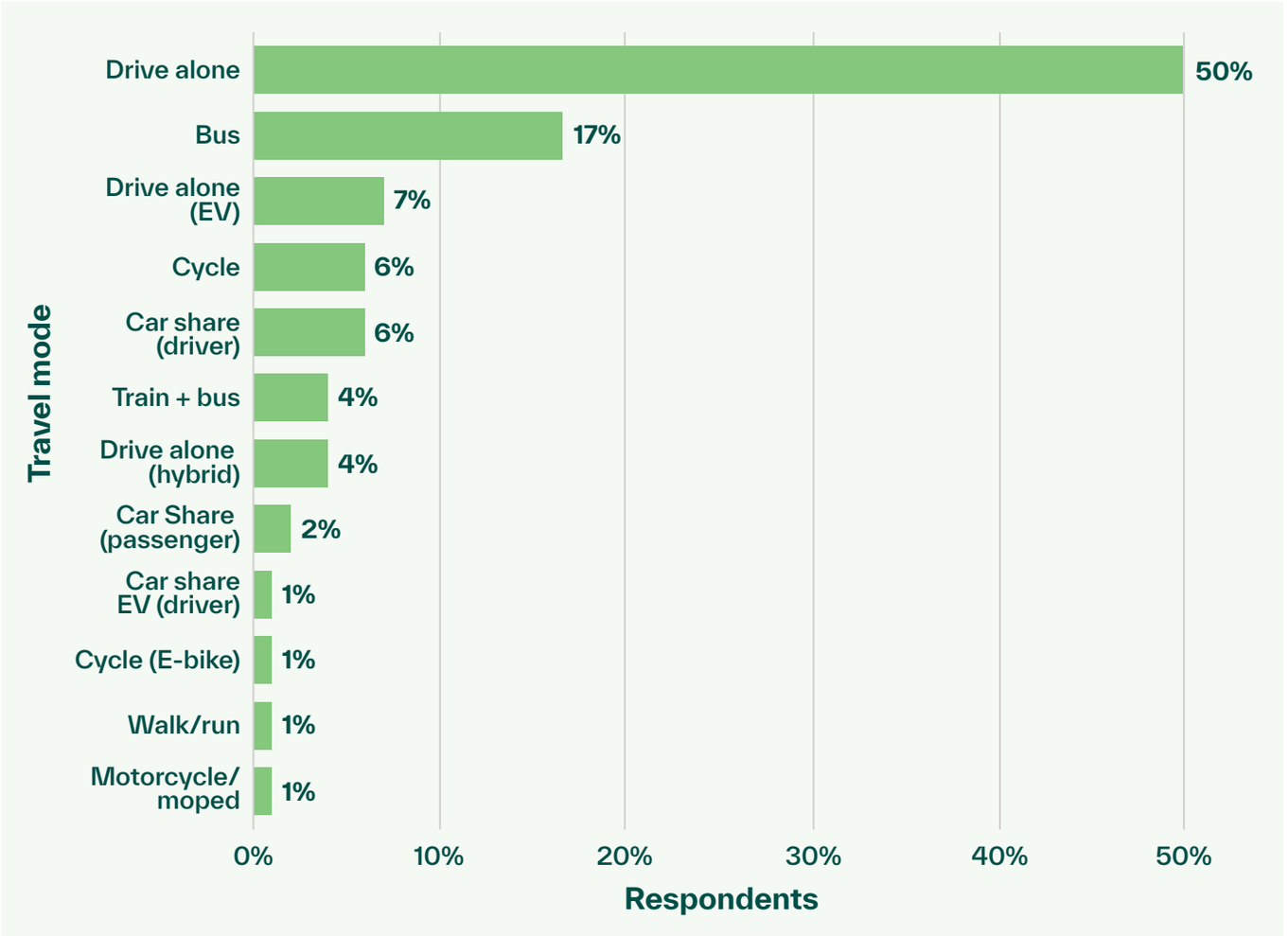
In 2025, we carried out our annual travel survey using the mobilityways platform, receiving nearly 1300 responses and gathering valuable insights into our Campus users' commuting habits.

This allowed us to measure the latest Campus Average Commuter Emissions Level (ACEL) against our 2023 baseline and identify opportunities for encouraging lower emissions travel options among our community. Harwell Campus target is to reduce the ACEL by 30% by 2030 from a 2023 baseline. 2025 showed a slight increase in commuter emissions, aligned with the reduction in bus journeys observed from Oxford.



mobilityways





Materials and Supply Chain

Objective

Adopt circular economy principles through sustainable procurement and responsible sourcing, maximising the value of materials and natural resources whilst avoiding waste.

This will be achieved by:

- Applying Sustainable Procurement principles when selecting our Supply Chain
- Avoiding waste, maximising Re-Use & Recycling, and exporting Zero Waste to Landfill
- Procuring responsibly sourced construction products and materials (e.g., FSC/PEFC timber)
- Specifying construction materials with Environmental Product Declaration (EPD) and high recycled content
- Designing buildings for disassembly to allow materials to be re-deployed at their end-of-life

Sustainable de-construction

Building re-use

In 2025, we took another significant step towards circularity by de-constructing an end-of-life building for it to be re-assembled for reuse off campus.

Sustainable de-construction

Timber re-use and recycling

In 2025, our contractor Bowmer+Kirkland partnered with Community Wood Recycling to maximise the reuse and recycling of waste timber whilst creating social value.

— 38.4 tonnes of timber were collected by Oxford Wood Recycling from the Quad Three construction site, supporting job creation, training and volunteering opportunities for disadvantaged people in Oxfordshire.

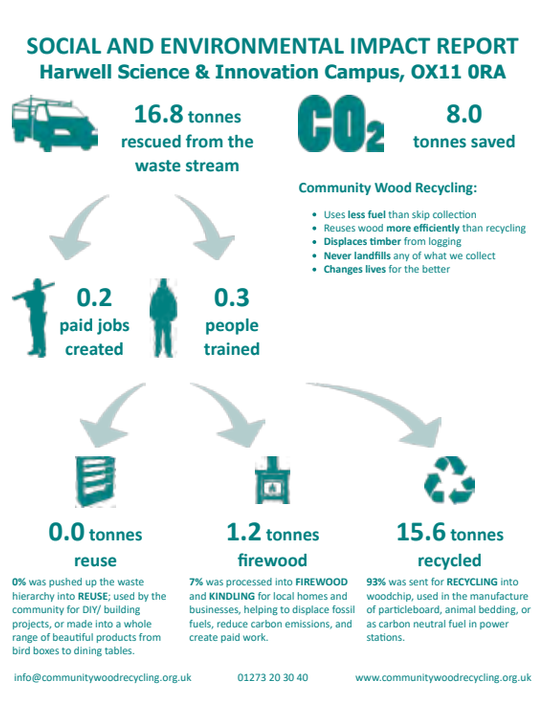
Community Wood Recycling

BOWMER KIRKLAND

WORKING IN PARTNERSHIP

HARWELL SCIENCE & INNOVATION CAMPUS, OX11 0RA

17 OCTOBER 2025



Notes

Oxford Wood Recycling is a local social enterprise and charity transforming lives by supporting people excluded from work to move towards and into employment.

Sustainable waste management

Zero landfill

In 2025, we maintained 100% operational waste diversion from landfill for our managed buildings:

- 64.7 tonnes of waste were collected, representing 1.8 kg/sqm* (-16% compared to 2024).
- 49.5% were recyclable and compostable waste segregated at source (+3.7% compared to 2024).

Waste Produced (kg)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Commercial industrial	2,817	2,781	3,254	2,464	2,281	2,664	2,801	2,925	3,012	2,547	2,766	2,353	32,664
Food	766	402	321	483	774	1416	878	511	551	758	579	729	8,168
Glass	–	75	58	61	–	–	–	2	121	7	78	113	515
Mixed recyclables	2,287	2,185	2,176	1,769	1,826	2,275	1,807	1,497	2,083	2,126	1,680	1,549	23,260
Paper and card	–	–	–	–	–	–	–	–	–	90	–	–	90
Total	**5,870**	**5,443**	**5,809**	**4,776**	**4,881**	**6,355**	**5,486**	**4,934**	**5,767**	**5,528**	**5,103**	**5,744**	**64,697**

Waste Summary

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Recyclables (kg)	3,053	2,662	2,555	2,313	2,600	3,691	2,685	2,010	2,755	2,981	2,337	2,391	32,033
Non-Recyclables (kg)	2,817	2,781	3,254	2,464	2,281	2,664	2,801	2,925	3,012	2,547	2,766	2,353	32,664
% Recyclables	**52%**	**48.9%**	**44%**	**48.4%**	**53.3%**	**58.1%**	**48.9%**	**40.7%**	**47.8%**	**53.9%**	**45.8%**	**50.4%**	**49.5%**

Notes

*B151/152, B363, HQ, Genesis, Quad One/Pavilion, Quad Two, Zephyr, Zeus and BEPO excl. DiSH = 35,624 sqm

Health and Wellbeing

Objective

Provide an environment that safeguards and enhances the health and wellbeing of staff and visitors.

This will be achieved by:

- Designing our buildings to optimize daylight, views of the outside, thermal comfort, and indoor air quality
- Adapting our campuses to be inclusive and foster neuro and physical diversity
- Applying biophilic design principles to connect buildings with nature and natural materials
- Facilitating healthy living and promoting active travel choices
- Providing easy access to green spaces and to places of rest and reflection across Campus
- Developing a Campus community with a sense of belonging

Healthy campus community

Fostering a vibrant and inclusive campus

In 2025, we focused on creating a community where people feel connected, supported, and inspired in their everyday working lives. Through events, experiences, and shared moments, we bring people together, spark ideas, support well-being, and make it easier for everyone to take part, whatever their role, routine, or interests.

Connections

We create opportunities for people to meet, talk, and build relationships that last beyond a single event. From networking sessions and monthly rituals to themed gatherings, our programme supports confidence, communication, and personal development. Building on the success of the 29X Challenge, we continue to support members who want to form healthy habits and make positive, sustainable changes to how they live and work. Other events include monthly breakfasts and a regular book club.

Thought Leadership

Talks, workshops, and masterclasses that are practical, inspiring, and open to everyone on campus, including a Leadership workshop, and a Communicate season showcasing different speakers and events.

Social Life

Moments that bring the community together and make campus feel alive — celebrating shared experiences and friendly competition. Including - Harfest, Cup Challenge, and weekly sports clubs.

Wellbeing

Activities that fit into the working day, alongside sports, green spaces, and time to reset. Such as lunchtime yoga, Pilates and wellbeing sessions.

Scientific workplaces for all

Neuroinclusive lab space

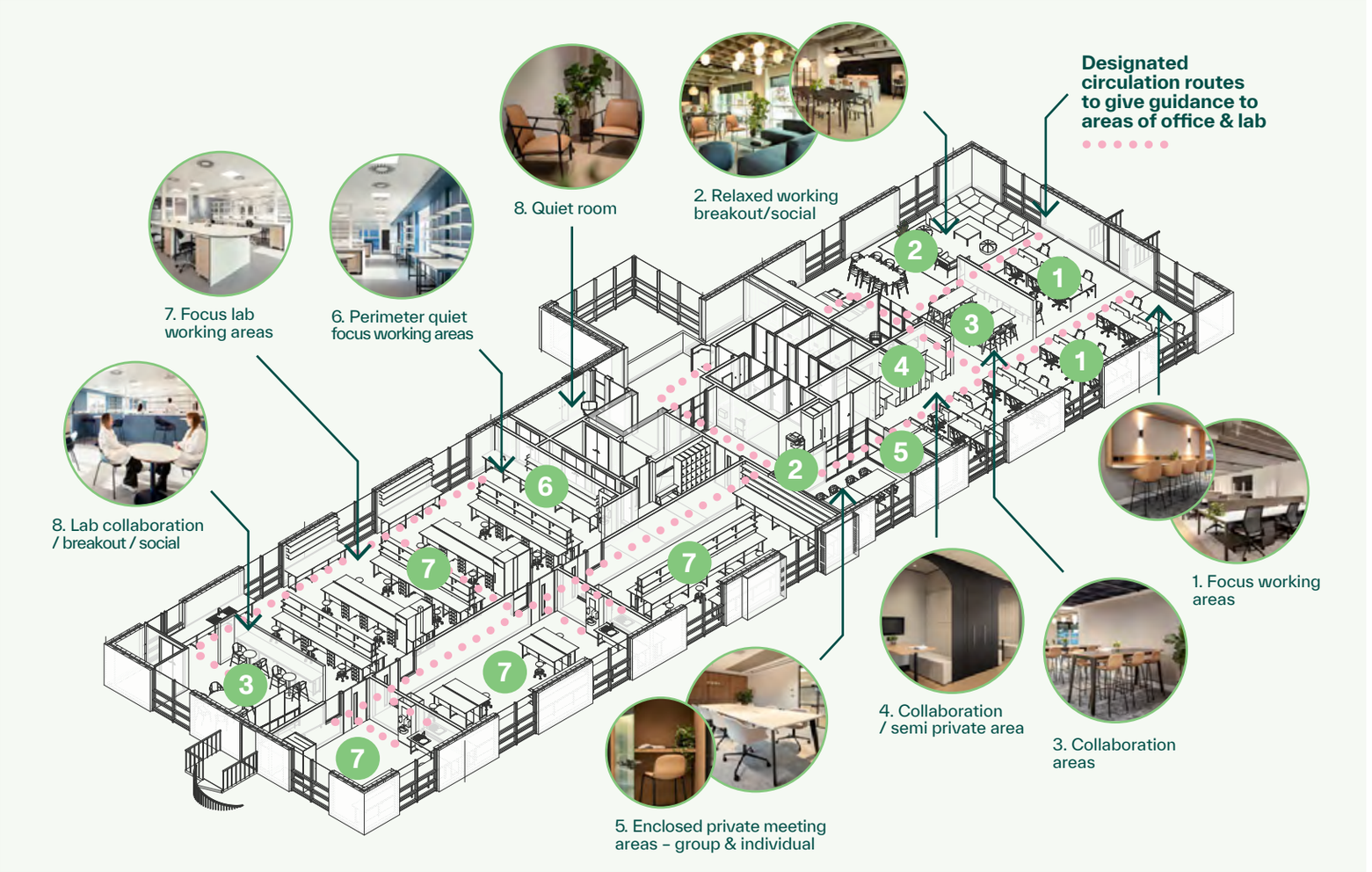
In 2025, we completed the extensive refurbishment of Lumen House, providing inclusive CL2 laboratories, as well as CAT B fitted office, with communal collaborative breakout areas.

Incorporating neuroinclusive design strategies into the design created environments where diverse minds thrive, fostering innovation and enhancing productivity.

Neurozones were introduced into the development, offering a carefully curated range of spaces to suit different neurotypes, working styles and sensory needs. From collaborative areas to contemplative pods, individuals can choose creative, communal, quiet or focused zones, to support both interaction and introspection. Acoustic treatments were tailored to suit activity, while a neuroinclusive colour palette promotes calm and comfort throughout. Flexible furniture with varying levels of privacy allows people to select spaces that align with their personal preferences.

Biophilic design, including indoor planting, natural graphics, and strategic floor layouts, ensures strong visual connections to the landscaped outdoors.

A redundant corridor was re-purposed to a shared quiet room with plumbing to ensure it could be converted to a multi-faith or parents' room in the future should occupants desire.



Healthy construction workplace

Supporting emotional wellbeing in construction

In 2025, we hosted a 'Make It Visible' Construction Workforce Mental Health Event in partnership with The Lighthouse Charity.

- The Lighthouse Construction Industry Charity is the only charity that provides emotional, physical and financial wellbeing support to the construction community and their families.
- The session focused on raising awareness of mental health and the wider pressures that can impact those working in construction, encouraging open conversations and promoting available support.
- 120 contractors' construction staff attended the sessions, sponsored by Kier, Glencar and Bowmer & Kirkland.

SUPPORTING WELLBEING IN CONSTRUCTION
#MakeItVisible

lighthouse
The Construction Charity

Public art

Paying tribute

In 2025, on the eve of the 81st anniversary of D-Day, we unveiled The Horsa Sculpture, a new war memorial inspired by the iconic Horsa Gliders which took off from RAF Harwell.

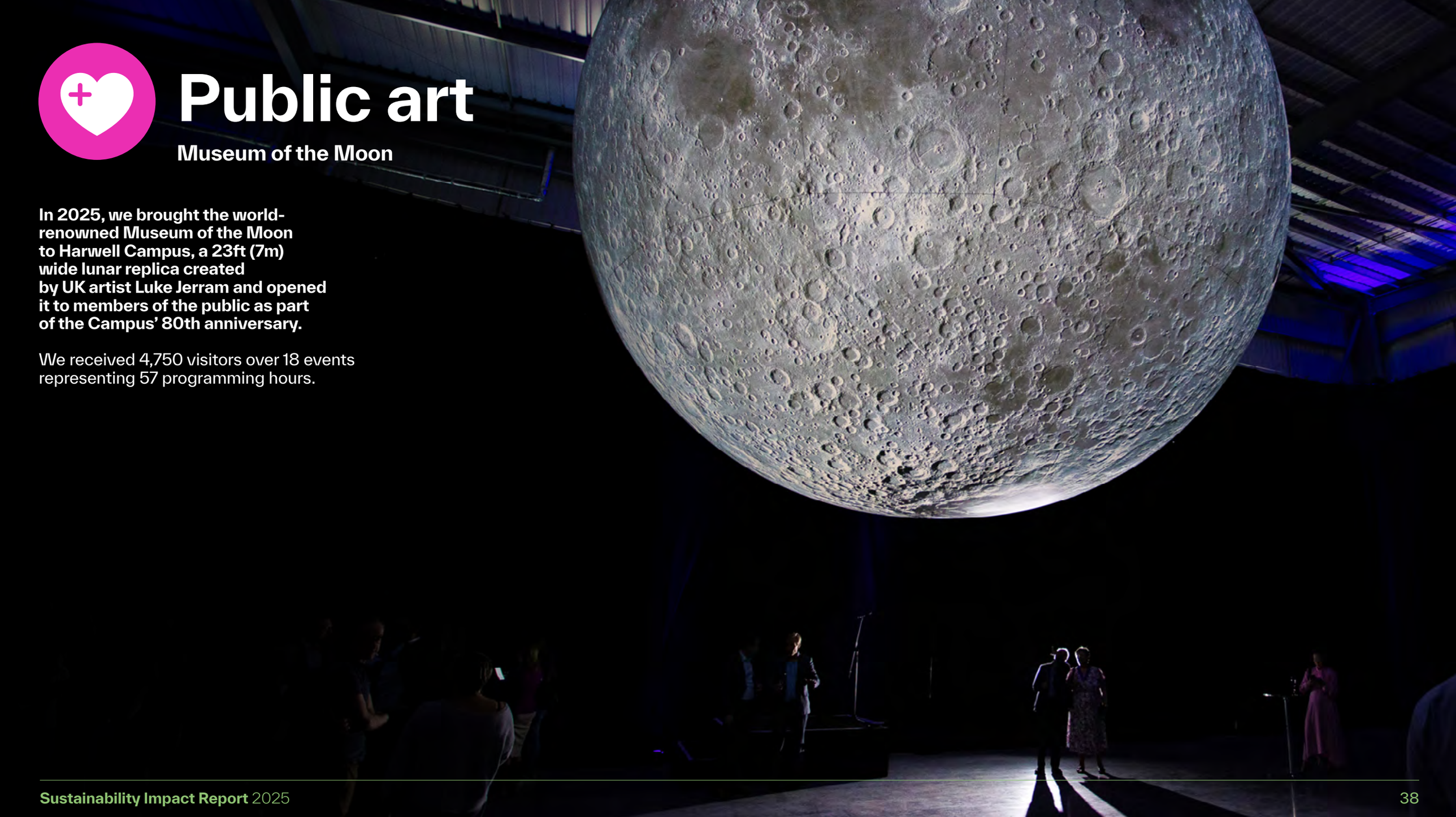
Click here to learn more about The Horsa Sculpture

Public art

Museum of the Moon

In 2025, we brought the world-renowned Museum of the Moon to Harwell Campus, a 23ft (7m) wide lunar replica created by UK artist Luke Jerram and opened it to members of the public as part of the Campus' 80th anniversary.

We received 4,750 visitors over 18 events representing 57 programming hours.



Public art

Earth Photo 2025

In 2025, we displayed the Royal Geographic Earth Photo competition winners in the Quad for everyone to contemplate.

Established in 2018, Earth Photo is a world-leading international programme dedicated to engaging with still and moving image makers working across multiple genres sharing the prescient issues affecting the climate and life on our planet.

Earth Photo's main objective is to reveal the narratives behind the pictures, informing, entertaining and engaging audiences while encouraging conversations about our world, its peoples, environments, and the changing climate.

Click here to learn more about Earth Photo

Community and Local Economy

Objective

Make a lasting positive contribution to communities and the local economy.

This will be achieved by:

- Delivering Social Value through our new developments
- Encouraging our supply chain to employ a local and diverse workforce, and to use local businesses, SMEs and VCSEs
- Providing financial and/or non-financial support to local charities and community groups
- Inspiring young people through STEM, and creating opportunities for apprentices and work experiences
- Make our assets available to local community groups, where possible

Inclusive careers in the built environment

The Propeller Academy Trust

In 2025, our Contractors partnered with The Propeller Academy Trust to offer construction engagement days to pupils from local Special Educational Needs and Disabilities (SEND) schools.

As part of the Quad Three project, Bowmer & Kirkland (B+K) delivered their Gearing up to Construction programme with John Watson School, Kingfisher School and Bishopswood School. Activities included:

- Designing a Site Manager, reflecting on skills and behaviours required as well as PPE
- Constructing a structure out of balls and rods: Mega Rods Challenge, fostering teamwork, communication and management skills
- Visiting a construction site, wearing PPE and learning about the project
- Testing the students' knowledge gathered during the day with a Health & Safety Quiz
- Taking part in an interactive 'Guess who I am?' Q&A Session with different staff members to learn about their roles in construction

Notes

The Propeller Academy Trust runs schools for children with Special Educational Needs and Disabilities (SEND), including Kingfisher School in Abingdon, Fitzwaryn School in Wantage and Bishopswood School in Sonning Common, also providing support and training to other mainstream schools on SEND provision. The trust aims to foster an inclusive culture and shares best practices through outreach programs and SEND clinics held at their special schools. John Watson School is Community Special school not part of the Propeller Academy Trust network.

Inclusive careers in the built environment

Creating opportunities for the local community through construction

In 2025, B+K on the Quad Three project, successfully delivered their Community Employment and Engagement Plan through:

- **Employment and Skills Development**
  - 14 Apprentices were involved in this project for an equivalent of 103 working weeks.
- **Educational Engagement and Work Experience**
  - B+K participated in mock interview sessions at the Whitelands Academy and the Greyfriars School as well as supporting mock assessment centre days with the Oxfordshire Careers Hub, also attending a Futures Institute Careers Fair at the Wykham Park Academy.
  - B+K supported an Abingdon and Witney College student with an industry placement and ran a work experience programme for NEETs supported by Oxfordshire Youth and students from Abingdon & Witney College.
  - 11 students completed B+K's virtual work experience programme on Springpod, a work-based learning platform.

BOWMER + KIRKLAND

FUTURES INSTITUTE BANBURY

WYKHAM PARK ACADEMY BANBURY

WHITELANDS ACADEMY

Abingdon & Witney College

oxfordshire youth

Notes

NEETs are young people (typically aged 16–24) who are "Not in Education, Employment, or Training"

Inclusive careers in the built environment

Creating opportunities for the local community through construction

In 2025, Glencar on the Tech Edge West project demonstrated a strong commitment to delivering meaningful social value within the local community:

— **Employment and Skills Development**

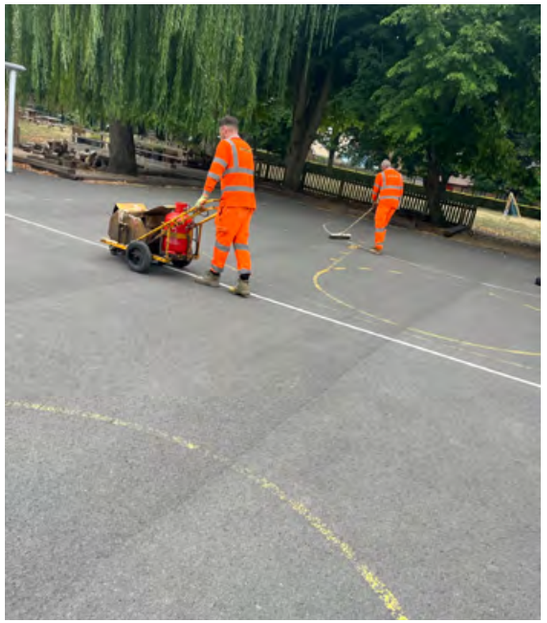
- Two apprentices living in Oxfordshire worked on the project, gaining valuable experience on a fast-paced construction site.

— **Educational Engagement and Work Experience**

- Staff participated in the Didcot Girls' School Mock Interview Event, giving 16 students valuable experience of meeting hiring managers, practicing interview techniques, and building confidence ahead of applying for jobs.
- Glencar also attended a job fair at Job Centre Plus in Oxford alongside their training partner Cidori, supporting local job seekers by offering them access to free online CSCS card training and testing. As a result, 13 Oxfordshire residents have successfully passed their CSCS qualification, improving their employment prospects within the construction sector.

— **Charitable Contribution**

- Subcontractor Entex provided hard landscaping and line marking to one of the local Hendred schools.
- Wood chippings were also donated to a local farmer for general estate grounds maintenance.



Inclusive careers in the built environment

Creating opportunities for the local community through construction

In 2025, Kier Construction on the Co:Labs project demonstrated a strong commitment to delivering meaningful social value within the local community:

— **Employment and Skills Development**

- The project has facilitated 4 x Kier direct apprenticeships with additional opportunities for supply chain partners and their trainees, providing valuable on-the-job training and career development opportunities.

— **Educational Engagement and Work Experience**

- Construction engagement conducted with 12 SEND students from Bishopswood community special school in South Oxfordshire, highlighting construction as a whole and the roles available through a site tour and building activities.
- Newbury College T level students visited the site with a presentation from the project team and a site tour, experiencing a live project with many trades to understand the wide variety of roles available within the industry.
- Work Experience conducted across 4 days for 6 students from St Birinus School in Didcot, offering them early exposure to the construction industry and its career pathways.

— **Charitable Contribution**

- A donation of £1,000 was made to the Didcot Powerhouse Fund, directing funding to community organisations working to improve local lives. Another donation of £150 was made to The Cornermen who conducted mental health talks for the site workforce: https://thecornermen.org/the-cornermen-deliver-suicide-prevention-to-workers-construction-site/
- Excess materials were donated to the neighbouring Bright Horizons Nursery to create a 'construction site' in their own garden, allowing children to connect with the project without the safety risks.

Notes

The Cornermen is an Oxfordshire-based men's mental health and suicide prevention service offering 1-2-1 support, group sessions, and advocacy for men over 18 who are at risk of suicide or in need of community based mental health support.

Didcot Powerhouse Fund

Empowering grassroots initiatives in the local community

In 2025, as a founding partner and advisory board member of the Didcot Powerhouse Fund, we hosted a special evening to celebrate the charity's impact and future vision.

The milestone event saw Didcot Powerhouse announce an additional £100,000 in grant funding for local causes, unveiling its 2024 Impact Report, and sharing its bold 2032 community ambition. Bringing together 150 representatives from business, science, charities, local government, and community organisations, the evening recognised the 21 local projects that received £108,000 in grants last year, empowering grassroots initiatives that tackle inequality and deprivation across Greater Didcot.

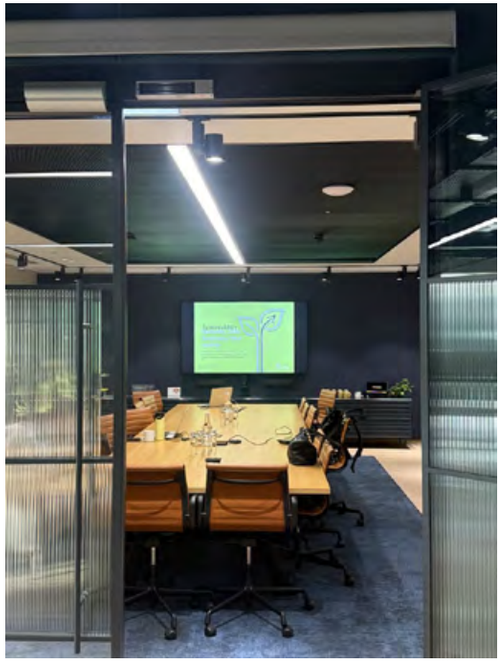
The Didcot Powerhouse Fund

Fostering sustainability careers

Supporting a network of sustainability champions

In 2025, we facilitated the final session of the 10-weeks Skills Bootcamp in Sustainability.

This government-funded programme, delivered by Activate Learning, equips individuals with the knowledge to take meaningful action and navigate sustainability with confidence.



SKILLS FOR LIFE

SKILLS BOOTCAMPS

ACTIVATE LEARNING