

PRIME



Doing what's right

Prime's B Corp
Impact Report 2025



Built on principles.

A message from our Chief Executive.

Our vision is to contribute to a global economy where businesses serve as forces for good, and as leaders, we believe in embodying the change we want to see. Businesses should aspire to benefit everyone and understand their interconnectedness and responsibility to each other and future generations.

Since Prime's formation 28 years ago, we have consistently sought positive change. Doing the 'right thing' wasn't just a mantra; it was our compass. It has guided how we make decisions, build partnerships with clients and suppliers, support our people, work alongside our community and respect our environment.

In that time, we've consistently achieved a range of recognised standards within these business areas, such as ISO accreditation, Investors in People Gold and BREEAM. While outstanding achievements alone, none fully encompassed how we view our business.

In 2020, our research led us to the B Corp community. This community allowed us to learn about best practices from like-minded global organisations who have proved that business success and social responsibility aren't mutually exclusive. The next step was to test whether our approach to business and commitment to doing the right thing was as impactful in the outside world as we felt internally.

Going into the process, we had reservations that, as an established, medium-sized business, we didn't have the same freedoms and advantages as a start-up. But when we stacked our practices against the B Corp framework, a rewarding truth emerged: our history of balancing the needs of the environment and communities with financial return was worthy of certification.

Achieving B Corp certification hasn't changed how we work but has been a springboard. In addition to validating our approach, it has ignited our commitment to broadening our knowledge and given us a framework to keep building a culture of continuous improvement, pushing us to higher standards.

This report has been created for our clients, suppliers, investors, my colleagues and the communities we work within to demonstrate how Prime has delivered positive change and continues to drive better outcomes for people and the planet.



Leighton Chumbley
Chief Executive





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About Prime.

01

What we do... and why.

Prime is a specialist health and care property investment manager and developer seeking to deliver a health estate landscape where outstanding care is never restricted by the space it's delivered in. Our passionate and knowledgeable team provides a one-stop shop for clients to unlock complex estate management challenges with leading industry-specific investment management, property development, legal, financial and property planning solutions. We pride ourselves on the relationships we build and the positive impact we have as we see projects through development and into delivery.

As developers, we have a responsibility to deliver solutions that look beyond what is needed now and instead seek to build a future of environmental wellbeing. We strive to find innovative solutions that ensure each Prime development creates a positive impact on the planet and enables people to have a healthier life.

We cannot achieve this alone; we work in partnership with our suppliers, clients, end users and the communities surrounding our developments to gain a deeper understanding of what meaningful change looks like and the challenges we may encounter in achieving it.

Prime numbers.

2024 in numbers

Year established: 1997
Location: Worcester
Project delivery: UK-wide

About this report

Prime plc created this report in March 2025. It includes proprietary data and frameworks that explore our workplace culture, community engagement and environmental impacts.

While we strive for continuous improvement in our social and environmental impact, this report reflects our performance based on currently available data and methodologies. As B Corp measurement and reporting practices evolve, future reports may present a more comprehensive picture of our impact.

This report was authored by Leighton Chumbley (Chief Executive) and Heather Alexander (Communications and Community Engagement Manager).

52 employees

£156M total project value

Our B Corp certification journey.

Our B Corp journey began when our Chief Executive, Leighton Chumbley, began searching for a robust certification vehicle which we could use to measure and enhance our commitment to sustainable development.

In preparing our new five-year plan for 2021 onwards, we defined five core pillars of the Prime business — **Project, Environment, People, Community and Finance** — and discovered a perfect alignment with the five core assessment areas of B Corp certification. This fortuitous overlap solidified our decision to pursue B Corp status.

However, B Corp certification isn't achieved overnight. Our application process took around 16 months and

involved extensive self-verification, evidence collection and in-depth interviews. Prime is a complex business, but we wanted to challenge ourselves to ensure that all areas of the company met the required standards rather than solely the most public facing. This way, we can genuinely say that our work is creating the world we want to see, tackling climate and social issues head-on, with a steadfast belief that property developers can and should be a force for good.



Certification in 2022 was the beginning of a new journey, not the arrival at a destination. The aim was to use our certification as a means to ensure we were conducting our business in the right way, constantly improving and raising the bar, learning from our peers and sharing our knowledge back into the B Corp community.

B Corp Impact Score.



- **118.4** Overall B Impact Score
- **80** Qualification for B Corp Certification
- **50.9** Median Score for Ordinary Businesses

Governance 9.0
 Governance evaluates a company’s overall mission, engagement around its social and environmental impact, ethics and transparency.

Workers 30.3
 Workers evaluates a company’s contributions to its employees’ financial security, health and safety, wellness, career development, engagement and satisfaction.

Community 17.8
 Community evaluates a company’s engagement with, and impact on, the communities in which it operates, hires from and sources from.

Environment 56.8
 Environment evaluates a company’s overall environmental management practices as well as its impact on the air, climate, water, land and biodiversity.

Customers 4.4
 Customers evaluates a company’s stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security and feedback channels.





Governance.

B Corp governance score: 9

02



Built on solid foundations.

Prime prioritises open, transparent and consistent decision-making, respecting the critical nature of the infrastructure we deliver. The solutions we provide serve public bodies, charities, global institutions and private health providers, and are occupied by people who work tirelessly to deliver vital health services.

Collective responsibility, collective success.

Our *Prime Ways of Working* framework is centred on giving authority and accountability to every individual within our business to make decisions within a framework that ensures comprehensive board oversight. The Prime Board is an open environment that is available to leads across the business when they need to discuss the corporate and project matters for which they are responsible. This allows them to benefit from the support, knowledge and experience of the Executive Team.

Everyone at Prime is included in the annual business planning process. Yearly workshops encourage everyone to generate ideas, identify key work streams and develop outcomes. As a result, colleagues input into the drafting of our aims and tasks for the year, including leadership roles and timescales. There is complete visibility over progress made against our business plan and actual outcomes achieved via our intranet system and within our monthly face-to-face business updates.

In 2024 we reviewed how the nature of our business is reflected in our structures and found that defining three core areas of work—Living, Clinical and Infrastructure—would allow our staff to develop their specialisms and provide more opportunities to lead on projects and workstreams. The range of roles available allows mobility within the business, providing variety that enhances the working experience for our team.



Quality guaranteed.



Prime’s business processes are independently audited by BSI and Investors in People.

We have also achieved the following certifications and accreditations:



Pioneering social value

Prime was one of the first businesses in the health and care development sector to measure and report externally on the social value outcomes for the corporate business and the developments we deliver.

Prime’s financial auditors are [Cooper Parry](#).



Workers.

B Corp workers score: 30.3

03



Empowering our people.

INVESTORS IN PEOPLE[®]
We invest in people Gold

Prime is proud to be a gold-standard Investor in People, nominated as UK Employer of the Year in the Gold 50-249 category in last year's Investors in People awards. Our diverse and talented employees make Prime an exceptional business to work for, and with. We've purposefully created a workplace that celebrates and encourages individuality and unique approaches to delivering work.

Our head office is a hive of activity, providing a range of different workspaces, including sit/stand desks, video conferencing areas, comfy break-out spaces and quiet areas for focus. We promote work-life balance with flexible work arrangements to support our team members' personal needs. As well as delivering hybrid working seamlessly through state-of-the-art technology in our meeting rooms, we've built a supportive culture that encourages staff to understand the needs of others. When our team is away from their desks, you might

find them volunteering in the community, building relationships at our regular social events, or gathering together for training activities, which enhance their current experiences and elevate their future career prospects.

Knowledge sharing is central to our culture, and we have developed a range of formal and informal means of achieving this—from continuous improvement workshops and company-wide knowledge shares to business briefings and formal CPD.

“Our ethos has always been to create an environment where people can think creatively and work as part of a highly-professional and knowledgeable team to seize opportunities and make exciting things happen for our clients, communities and businesses.”

Leighton Chumbley, **Chief Executive, Prime**



The hard work of our team is rewarded with a company-wide bonus of up to 10% of their salary, subject to company performance and linking directly to achieving actions within our business plan. We safeguard our people and their families with income protection insurance and life assurance up to four times their salary. To ensure our working parents make the most of family life, we offer enhanced maternity and parental leave, and time off for all staff between Christmas and New Year in addition to 25 days of leave and bank holidays. There is also an additional leave purchase scheme.

Our dedicated wellbeing support comes in the form of private medical insurance, resilience training and mental health first aiders – all helping to protect our staff's health and wellbeing.

We're an organisation that rewards the dedication and effort of our team with opportunities to develop and build a rewarding career within the business. We support our people in creating personal development plans and identifying their training and development needs. Providing access to a wide range of opportunities also helps our team develop their skills and experience in a way that suits their needs:

- Access to peer support and coaching
- Guidance from a mentor
- Convenient training accessed through online learning portals
- Support to gain professional qualifications
- Membership of relevant professional bodies



What our people say.

“What makes working at Prime so special? It’s the people. They’re a great bunch who are very capable, intelligent and good-humoured. Culture is something that can be underestimated when you go to a new place of work.”

Ewan Forsyth, **Development Director**

“Being part of the Prime family is not just about a place to work but a way of living. Wellbeing is a big part of how we work; we all work better when we feel our best. Prime gives back to its employees in many ways, be it monthly social activities, the option of working in the office or elsewhere, wherever is best for us to complete our roles, and additional leave that can be taken every year to help balance home and work life.”

Guy Kippen, **Associate Development Director**

98%
of staff say they are happy working at Prime.

100%
of our people are committed to Prime’s environmental objectives

100%
understand Prime’s long term goals and strategy

96%
would recommend working at Prime to others.

96%
are proud to work at Prime.

Beyond work: building a culture of wellbeing.

Prime's People and Wellbeing team dedicate themselves to providing outstanding workplace experiences that enhance health and wellbeing. The team regularly promote initiatives on physical and mental health to raise awareness amongst our staff. For 2024 we focused on their physical health and staff were able to check their vital stats using an Integrative Health Kiosk from Wellbeing People. We also raised awareness of musculoskeletal issues, a relatable topic for our office-based staff.

We continue to provide weekly subsidised yoga classes as well as an annual membership to a local private garden estate to enable wellbeing walks in nature.

As part of the My Whole Self campaign, staff were encouraged to share facts about themselves across the business and our team of Mental Health First Aiders were on hand to offer support and answer any questions.

Prime's Sports and Social Committee arranges regular free activities, which this year have included a guided painting session led by a local artist, ice skating, board game nights and art walks along the riverside. Our annual summer social gathering is an opportunity to bring together staff families for a day of play.

Additionally, our Charity Events group puts the fun into fundraising with a range of events throughout the year. In 2024, staff also competed in a week-long Office Olympics event, enriching staff relationships and creating a few friendly rivalries!



Investing in resilience and adaptability.

In 2022, with the support of innovative workplace learning firm Laughology, Prime embarked on its largest investment in staff training to date, the Truly Human Leadership programme.

The programme, which spans three years, got off to an outstanding start in 2023 when 100% of staff elected to undertake a course titled "Leading Self". The course created a deeper understanding of unique behaviours and motivators across the business.

In 2024, we built on this foundation by launching the second module, "Leading Others", which explores methods for developing and influencing others, as well as techniques to overcome challenges faced when bringing them on the journey. This course has had an outstanding impact on Prime colleagues' working relationships and personal development.



"I found the course extremely interesting and very beneficial. The techniques we learnt will undoubtedly support me in my day-to-day roles, as well as allow me to provide considered guidance and support to the team as they continue their own development paths."

Ian Ireland,
Senior Asset Manager



Community.

B Corp community score: 17.6

04



Investing in tomorrow.

We believe that when it comes to developing space for change, the communities we affect often have the greatest ability to see a project's potential. The facilities we develop have a legacy that lasts far beyond the time of boots on the ground on a building site, so we invest heavily in making sure the solutions we deliver are right for the long term.




Our in-house Community Engagement team gets to know staff, users and the local community through proactive engagement during the design stage. The relationships they build are maintained throughout the planning process and then into construction and operation, constantly seeking opportunities to enhance social value outcomes.

Closer to home, we invest in the community surrounding our head office by actively engaging with local education providers to develop workplace skills and knowledge in young people. Our Charity Events Group tirelessly fundraises for local causes chosen by our staff and our people provide brain power or muscle where it's needed by volunteering with local community groups.

Prime's approach to community engagement.


1



Research

Meet clients, councillors and community groups to understand the needs of local people.


2



Evaluate

Survey staff and service users about their current experiences and desires.


3



Plan

Create communications which ensure equality in the promotion and accessibility of the engagement activity.


4



Display

Create an online engagement space to allow those who do not wish to meet in person access to view plans and give feedback.


5



Meet

Host a series of engagement events through which the community can see their feedback shaping plans.


6



Update

Redevelop the online engagement space to become a community update page.

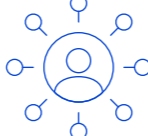
7



Inform

Support contractors to create newsletters and encourage positive conversations with the site neighbours.

8



Listen

Provide a point of contact for the community during the construction process.

9



Re-evaluate

Repeat the surveying process to measure the impact and outcomes of the development.

10



Invest

Deepen the connection with community by donating grants to local causes via the Prime Foundation.



Diversity and Inclusion.

At Prime, we want to help reduce inequality in healthcare by creating outstanding, accessible facilities. The more diverse we are, the more varied our perspectives and ideas are, and the easier we will be able to take on the complex challenges that come our way, the better our work will be.

Inclusivity and feeling a part of the team is how we work. Creating an environment where everyone plays a part and differences are welcomed delivers real value for Prime and our clients. A safe environment where people are knowledgeable, motivated, empowered and feel free to work together to produce the best result. Our future success depends on everyone being free to be whoever they are at work and being confident that their uniqueness will be valued and appreciated.



Prioritising local suppliers and distributors.

Prime's approach to procurement and purchasing aims to achieve the best balance between meeting our legislative and ethical requirements and duties, providing excellent value to our clients and meeting our own social and environmental objectives.

In making purchasing decisions, we ensure, where practicable:

- Suppliers comply with International Labour Organization (ILO) principles in respect to human rights and conditions of employment.
- Suppliers shall ensure that slavery, human trafficking, bribery and corruption is not taking place in their supply chains and in any part of their business.
- The Health and Safety of our people, clients and communities is prioritised.
- We will adhere to the terms of our Bribery Policy.
- We prioritise the use of sustainable materials and waste minimisation.
- We maximise the use of local sourcing of goods and services.
- We will pay suppliers on time in accordance with invoicing terms.
- Our process of adding a new supplier to our purchase order system is adhered to.

We recognise that some suppliers of goods and services directly to our people and offices are small, locally based enterprises. This means that they may not have the back-office infrastructure to provide copies of policies, processes and systems that can verify they meet all of the criteria listed above. At Prime, we embrace these smaller businesses and are keen to support them as they are critical to the health of our local community. The guidelines are, therefore, meant to act as a checklist for our internal purchasing teams.

The Prime Foundation.

PRIME foundation

In addition to developing health and care infrastructure within communities across the UK, we're committed to enhancing the lives of the people who live and work there too. That's why we founded The Prime Foundation. It's our registered charity, and each year, we donate tens of thousands to good causes near the facilities we develop and in our home county of Worcestershire.

Founded in 2007, the Prime Foundation aims to advance education outside the classroom, promote good physical and mental health and enhance social wellbeing through recreation. Building a future that can improve the wellbeing of communities and reduce future burdens upon our health and care services is about championing a proactive approach to healthcare.

The Foundation's work is a source of enormous pride to our staff and one of the ways we demonstrate our long-term commitment to enhancing the communities we impact through our developments.

With each new project, we donate a proportion of our profits to the Prime Foundation. In 2024, the Prime Foundation supported a variety of meaningful causes, including an ASD art therapy group, several schools including a SEND (special education needs and disabilities) school, a forest school and an alternative SEND education provision for excluded children, a day centre for SEND adults, a local Scouts group, a charity aiding the homeless, a community initiative supporting job seekers and victims of domestic abuse and a community centre's deaf/hard of hearing users.



Freedom Day Centre

The Freedom Day Centre in South Littleton supports adults with learning disabilities, helping service users gain new skills, grow in independence and connect with the community. The Prime Foundation provided funding for the centre to buy equipment and a shed to support a user-led woodworking social enterprise, Giftwood. Through this venture the group receive training, and then build items to sell locally and at craft shows.

“Without the grant from the Prime Foundation this wouldn’t have happened so we can’t thank you enough. We really hope you’ll visit soon and see for yourselves. I’m sure you’ll get talked into buying something, they are very good salespeople!”

Tracey Hemming, **Founder and Director of Freedom Day Centre**



1st Redditch Scouts Group

1st Redditch Scouts Group are a local scouting group based in Redditch, Worcestershire, dedicated to providing adventurous and educational opportunities for young people. They offer a variety of activities, from outdoor challenges to community service, fostering personal growth and teamwork in a supportive environment. The Prime Foundation was able to fund a training defibrillator and choking vest for use in emergency aid training. Not only has this helped the group who applied, but the equipment is being shared with five other district Scout groups.

“We have really benefitted from the equipment this grant allowed us to purchase. We have been able to show our Scouts that there’s nothing to be afraid of when using a defibrillator so that they know, should the need arise, they could help someone.”

Sallie-Ann, **Group Scout Leader at 1st Redditch Scout Group**

Maggs

Maggs is a Worcestershire-based charity supporting homeless and vulnerable individuals through day centres, housing assistance, clothing provision, outreach, harm reduction and transition services, relying on volunteers and donations to deliver essential care and support. The Prime Foundation was able to fund the purchase of essential items as part of Maggs' accommodation project, through which they support service users who have moved into their own properties through the charity's support.

“For those who have been previously entrenched in rough sleeping, becoming a resident in our property, and then moving into their own property can often be overwhelming. With the new adjustments they face, having access to a fund from the Prime Foundation makes this much less stressful and more enjoyable to make their place a home.”

Melissa Blewitt, **Fundraising, Communications & Relationships Manager at Maggs**



The Prime Foundation has funded:

71 projects across 10 towns and cities

A portable sound system to aid deaf/hard of hearing individuals at a community hall

Household items for homeless people moving into accommodation

PAT equipment and training for a repair café

Floodlights for a community football group

A shed for a veteran's allotment

A children's library at a contact centre

A defibrillator and choking vest to teach multiple Scout groups

Equipment for a barracks community group

Five kayaks for a junior league

iPads for a community initiative supporting job seekers and victims of domestic abuse



Environment.

B Corp environment score: 56.8

05

Protecting our planet.

While property development might not be the industry most associated with environmental stewardship, Prime takes a different approach with a strong cultural affinity for the environment and nature. Since our inception, we have challenged ourselves to deliver adaptable, sustainable spaces that work towards a future of outstanding care.

Sustainability drives each Prime development to create a positive imprint on the planet and enable people to access a healthier life. We believe we have a responsibility to develop this influence even further through our supply chain, partnerships and across the communities we serve.



Reducing our impact.

For years, we've made decisions focused on carbon reduction, and as environmental frameworks have evolved, these efforts are now backed by robust scientific evidence.

Since 2021, we've taken a significant step forward, educating ourselves on the scientific consensus around carbon emission measurement. As a result, we've dramatically reduced our scope 1 and 2 emissions, even calculating our historical impact for a more comprehensive picture. Our team has completed a carbon reduction plan that is helping us to continue identifying and acting upon opportunities to improve energy efficiency and reduce wastage.

We continue to create flexible and adaptable spaces through conscious design and sustainable construction. We have been applying the leading sustainability assessment method, BREEAM, to our developments for over two decades, reaching 'excellent' standards in brownfield site management.

By incorporating environmental thinking and decision-making at all levels within the business, we ensure that it is a cultural norm. To help achieve this, we provide information and advice through our knowledge share programme. Travel to sites and meetings with clients is selective, with a considered focus on choice of transport when on-site meetings are necessary to minimise emissions.

Investing in nature.

In 2022, we agreed to purchase circa 24 acres of farmland adjacent to an existing Worcestershire Wildlife Trust reserve to develop our own woodland. In 2023, we planted 100 native fruit trees to protect and restore the traditional orchard. These trees are now well established and have begun bearing fruit.



This intervention has been incredibly positive for our people, who have felt highly engaged in the importance of measuring, reducing and then offsetting our carbon where necessary. In 2025, Prime, along with specialist consultants Tilhill Forestry, will have completed the design, diligence and approval process and look forward to implementing the plan. Prime

is committed to engaging with the public in the local area to ensure the project delivers the best outcomes for the community and nature. We anticipate we will be 'climate positive' from 2030 onwards based upon our Woodland (assuming the calculated Pending Issuance Units (PIUs) are converted into Woodland Carbon Units (WCUs) in the future).



“An excellent effort by all in this planting operation where 95 orchard trees were planted by the Prime team, including 15 varieties of apple, pear and plum trees. The orchard’s restoration will aid in an increase in biodiversity and contribute to core sustainability goals. Bee hives will be erected within the orchard to aid pollination and owl boxes will be installed in the surrounding area using recycled pallet wood material.”

Emyr Parker, **Forest Manager at Tilhill Forestry**

Embodied carbon emissions.

As a property development business, we are part of an industry that generates almost 40% of the UK's annual CO₂ emissions. Embodied carbon alone accounts for 11% of global annual emissions and is connected to public health and equity issues. Embodied carbon must become a focus of emission reductions within the industry.

Careful specification of materials can reduce embodied carbon, including using low-carbon, carbon-neutral or even carbon-storing materials. Most carbon-storing materials are plants (wood, hemp, straw, bamboo, algae) that have sequestered carbon during their growth before being transformed into a building material. Additionally, using recycled materials or reclaimed materials can reduce the emissions associated with manufacturing new materials. Embodied carbon reductions can also be achieved through material efficiency and optimised design.

Designing buildings with a focus on durability and 'de-constructability'

reduces the need for frequent replacements, improves adaptability, extends the building's useful life and facilitates better end-of-useful-life management. Additionally, using passive design strategies, such as better insulation and orienting buildings to take advantage of natural light and ventilation, can reduce the need for energy-intensive mechanical systems that come with high embodied carbon footprints.

We are proud to advise that our first Net Zero upfront embodied carbon project commenced in January 2024, signalling a positive evolution in our sustainability journey and future possibilities for our clients.



Embodied carbon represents the millions of tonnes of carbon emissions released during the lifecycle of building materials, including extraction, manufacturing, transport, construction and disposal.

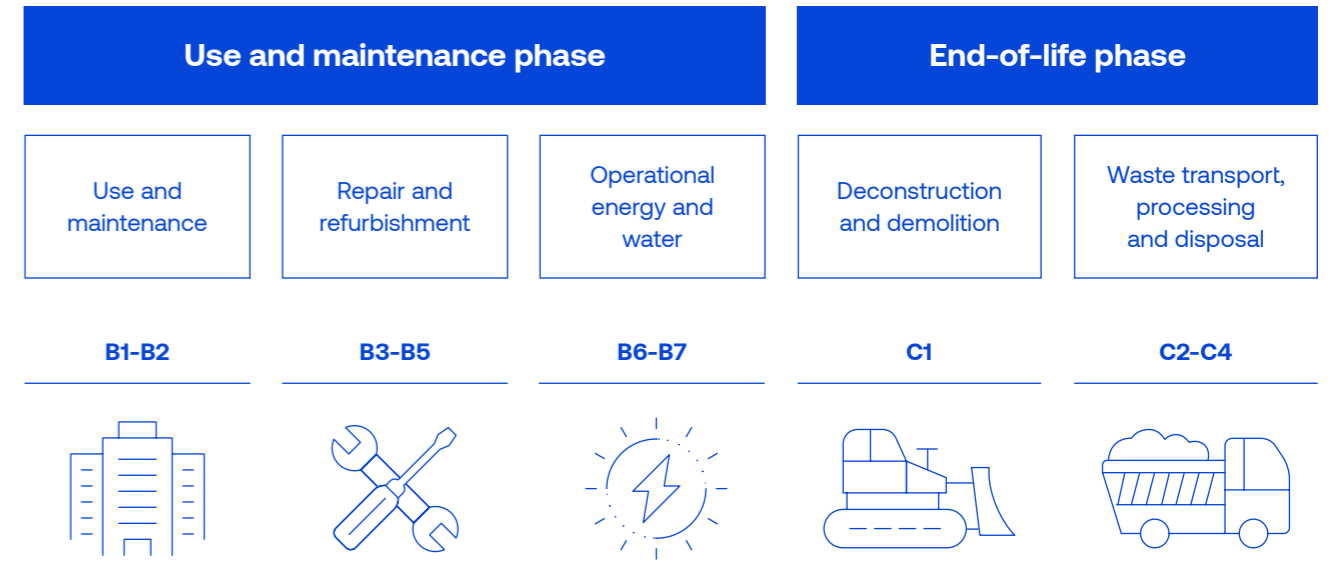
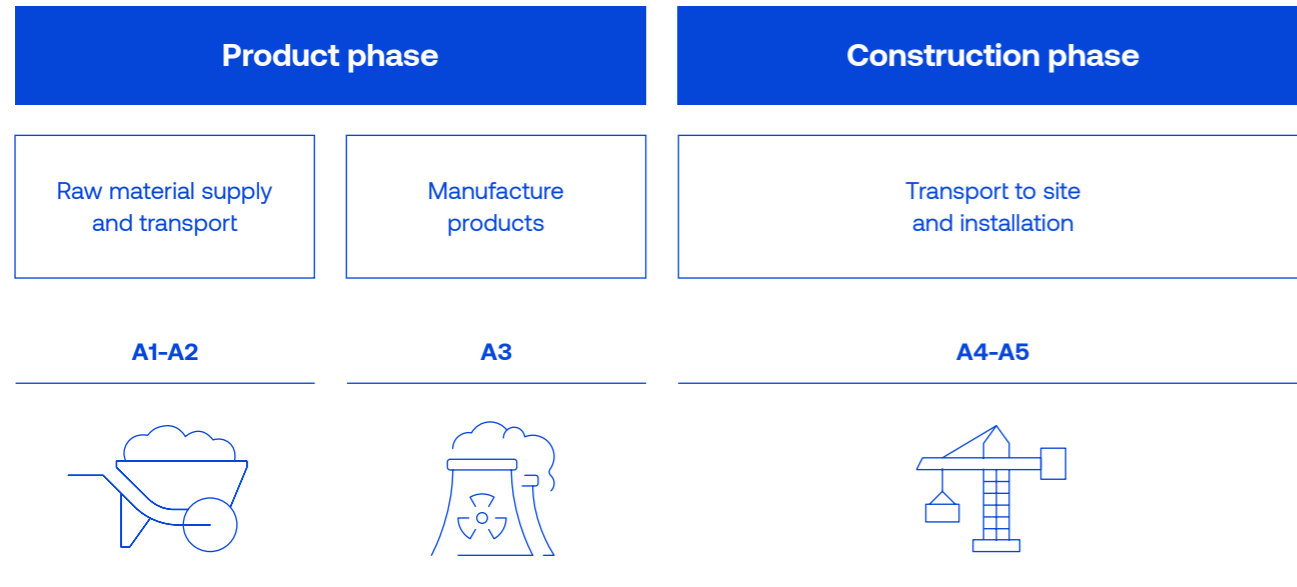
Life cycle assessment phases

65%-85%
of total embodied carbon emissions

6%-10%
of total embodied carbon emissions

8%-15%
of total embodied carbon emissions

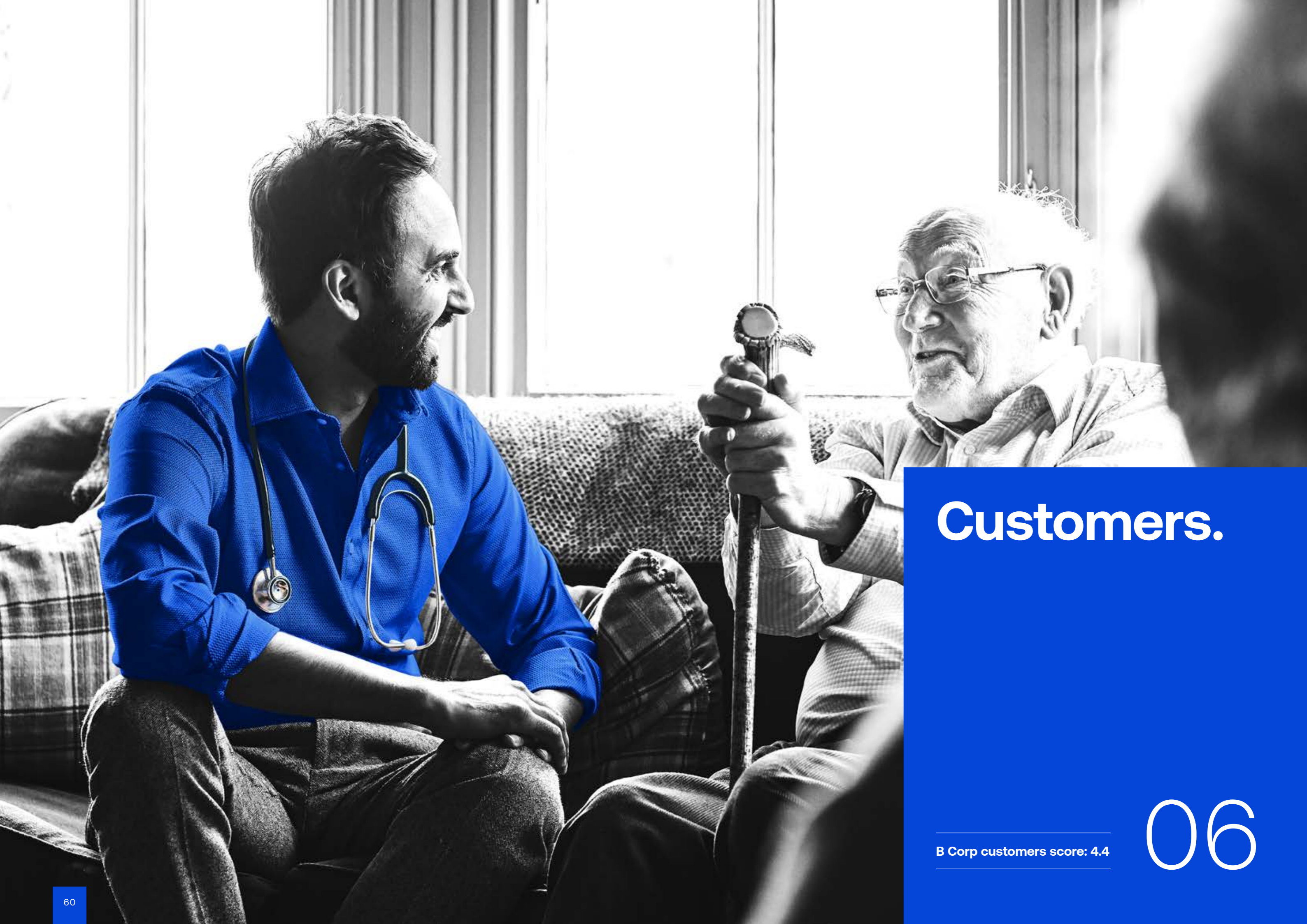
3%-15%
of total embodied carbon emissions



Cradle-to-gate

Upfront carbon

Whole life cycle



Customers.

B Corp customers score: 4.4

06

Nick Johnson, Dorset County Hospital Deputy Chief Executive.

My experience working with Prime on the Dorset County Hospital projects has been exceptional. They truly prioritise their clients, and it shows. For example, they consistently engage with local communities to minimise the environmental impact of their work. Plus, they help the regional economy by supporting local businesses within their supply chain.



Prime's in-depth knowledge of healthcare facilities is evident. The purpose-built properties they create perfectly match Dorset County Hospital's specific requirements, leading to major improvements in patient care and hospital operations. Their work stands as a testament to their expertise, dependability and dedication to healthcare development.

One of Prime's key strengths is its collaborative spirit. They partner closely with healthcare providers like Dorset County Hospital to create facilities that are fully aligned with modern medical practices and patient needs.

Our ongoing partnership with Prime empowers us to advance our strategic goals. We can improve the patient experience, maximise efficiency and seize new opportunities. They bring a full suite of skills that combine private sector efficiency with a crucial understanding of public sector needs.

Prime has helped us retain the value of our facilities and strategically develop our site to support broader health initiatives within Dorset. We can now provide outstanding services, promote better collaboration between healthcare partners, empower our staff and become more sustainable.

The new multi-storey car park project is a great example. It resulted in a 14% increase in biodiversity while simultaneously creating space for critical hospital expansion. This is a key step in creating modern facilities that enhance the experience of patients, visitors and staff.

Prime was also instrumental in solving our lack of housing for crucial staff members. We knew they had a proven track record, and their innovative funding model made this project possible without tapping into the hospital's budget. This fast-paced solution will reduce costs caused by staff turnover, allowing us to better invest in patient care, training and our overall services.



Unlocking potential together.

Since certifying as a B Corp, we have embarked on some incredible projects that bring our clients' visions to life while delivering vital health and care services to communities across the UK. Notable achievements include the creation of a state-of-the-art community diagnostic centre in Yeovil, which has the potential to significantly reduce patient waiting times. Additionally, we are developing a Sterile Services Department (SSD) and aseptic pharmacy at the Adanac Health and Innovation Campus in Southampton. This facility will enable the sterilisation of medical equipment and the preparation of injectable medicine and other life-saving drugs in a purpose-built facility, freeing up valuable space at University Hospital Southampton for clinical expansion.

Part of Prime's success over the past three decades has been our ability to unite all of our project stakeholders around a shared vision to create a positive difference. With tailored solutions we help our clients to enrich the patient and staff experience, support improved health outcomes and deliver excellent value for money.

In today's landscape, our clients are also prioritising their own environmental and social goals, from the

environmental impact of construction and the wellbeing of the communities they serve to the ethical practices used throughout the construction process.

Prime understands these evolving concerns, so in addition to helping our clients achieve their health and care infrastructure goals, we also help elevate their projects by incorporating sustainable solutions, fostering positive social impact and ensuring responsible management practices.

Yeovil Community Diagnostics

This modern, state-of-the-art facility, located adjacent to Yeovil District Hospital, will provide more than 70,000 diagnostic tests and outpatient appointments a year, significantly easing pressure on the existing hospital facilities.

As the strategic estates partner to Somerset NHS Foundation Trust, Prime's excellent working relationship and embedded understanding of the Trust's needs and challenges enabled the completion of design and development for this facility in just seven months.

- The three-storey, 2,687m² centre will be the second standalone diagnostic facility in the county.
- It will offer a range of diagnostic services, including MRI, CT, ultrasound and X-ray, as well as comprehensive outpatients services.
- The project aimed for a Biodiversity Net Gain of 15%, but impressively achieved a final gain of +267%.
- The building achieved BREEAM Excellent design stage certification, placing it within the top 10% of new-build non-domestic buildings in the country.





Sterile Services Department and Aseptic Pharmacy

Prime's work on the Adanac Health and Innovation Campus in Southampton continues at pace, with the construction of a Sterile Services Department (SSD) and an aseptic pharmacy underway following the development of a staff Park and Ride and Costa Coffee.

- The development includes around 1,500 sqm of solar PV panels on the roof, while state-of-the-art air source heat pumps will heat and cool the building.
- Built next to the new Park and Ride, staff can travel to and from the hospital without the use of cars, in turn reducing the impact on air quality in the city centre.

Washwood Heath

As part of Prime's BaS LIFT partnership, we have been working on a number of projects over the last few years to eliminate void space at Washwood Heath and Wellbeing Centre, ensuring the centre is working to its maximum capacity and is financially robust. This work has been completed with the delivery of new space for mental health assessment and treatment commissioned by Birmingham Women's and Children's NHS Foundation Trust, with services to be delivered by Forward Thinking Birmingham (FTB).

- Complete reconfiguration of the first floor of the building, including clinical rooms previously used by healthcare providers.
- FTB clinicians were key to developing the specification for their rooms and supported the design of the patient pathway. They undertook risk assessments and specified materials, fixtures and fittings.
- Sensitive user-focussed design to reflect the needs of vulnerable users, with patients aged 25 years and under.
- Management of an extensive group of stakeholders to ensure expert knowledge was captured and work could be delivered at speed.
- The contractor carried out the most disruptive aspects of construction outside of operational hours to minimise the impact on patients and staff using the centre as normal.





Report Summary.

07

Building a better future.

Working across the breadth of health and care, building exceptional healthcare infrastructure, we're pioneering change. We're enabling our clients to transform their spaces, be it for clinical space, accommodation, health campuses or site infrastructure. But our commitment to building better extends far beyond bricks and mortar, encompassing a deep and long-held dedication to environmental and social responsibility that's been enhanced by achieving B Corp status.



This ongoing pursuit of improvement sets us apart, and it's a journey with no finish line.

How we're driving improvements.

	OBJECTIVE	2023 OUTCOMES	2024 GOALS
Satisfaction of our procuring client	Delivering the best space we can within client budgets and programmes.	<ul style="list-style-type: none"> ✔ Washwood Health reconfiguration ✔ Client budget ✔ Programme 	Having driven a range of projects forward to reach financial close in 2024, in 2025 focus on reaching financial close on 10 projects.
BREEAM	Use appropriate aspects of BREEAM on all projects.	<ul style="list-style-type: none"> ✔ Improve our materials and expertise in supporting clients to embrace the Standard. 	Agree internal objectives and standards that relate to our infrastructure and living sectors.
Water	Include sustainable drainage systems (SuDS) approach on all projects. Minimise water usage where possible.	<ul style="list-style-type: none"> ✔ SuDS has been successfully introduced to all schemes. 	Improve project briefing around water usage with healthcare clients to encourage greater operational focus on water conservation.
Biodiversity Net Gain	Projects developed to have a positive impact on nature within the site.	<ul style="list-style-type: none"> ✔ All projects have at least a 10% improvement as a result of our intervention. 	All projects target an excess of 10% gain, with a 15% aim.
Upfront net-zero embodied carbon	In 2026, the objective is for all Prime projects to be net-zero embodied carbon.	<ul style="list-style-type: none"> ✔ Further education required within the industry to gain agreement as to what net-zero embodied carbon means. 	Apply knowledge of Yeovil Diagnostics Centre to develop methodology.

“We use our ability as a business to create the world we want to see, at the urgent speed required, to meet the challenges of climate and social breakdown.”

Leighton Chumbley, **Chief Executive**

We continue to be proud of our B Corp certification, having joined a global group of highly successful companies reinventing business by pursuing purpose as well as profit. Next year, we will undertake recertification and are excited to review all we've achieved in our first three years.

We actively engage with the B Corp community, hosting quarterly meetings for the regional group B3 Counties. Together with the group, we meet with those beginning their B Corp Journey, giving talks and providing information on our experience of becoming a B Corp and living out the values in our work.

We pride ourselves on continually striving for progress that positively impacts our people, our clients and the communities we serve, with the hope of inspiring others along the way.



Developing space for change in health and care.

Talk to the Prime team to spot
and unlock new opportunities.

www.primeplc.com
enquiries@primeplc.com
01905 362120

Prime plc

5 The Triangle
Wildwood Drive
Worcester
WR5 2QX

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