

# Environmental Social & Governance

Report and Action Plan  
2023/2024





## What is ESG?

**ESG (Environmental, Social and Governance) refers to a set of criteria used to assess the sustainability and ethical impact of a business or organisation.**

The importance of ESG for an office park cannot be overstated, as it directly aligns with the principles of responsible and sustainable management of lived space and effective placemaking.

*“Companies across the world are waking up to the reality that their sustainability commitments are business critical and that their customers, employees and stakeholders have come to expect a high standard.*

*“We’re really proud of what we’ve achieved here at Quorum Park, supporting tenants on their journey to Net Zero while creating a biodiverse space full of opportunities to connect with nature.”*

**Laura McGrath**  
**Sustainability & Community Director**

## Meet the team



### Laura McGrath

Laura is Sustainability Director for park owners, Shelborn Asset Management. With a passion for the environment and sustainability since childhood, she has driven the creation of rewilded spaces, our onsite allotment and manages our sustainable transport agenda.



### Jamie Baldrige

With a passion for grow your own veg and a knack for restoration, Jamie is our Director of Park Services and is responsible for Quorum’s estate including landscaping, waste management and legal compliance.



### Claire Lusk

Creativity and fun dominate Claire’s calendar as our onsite Events Manager, including a number of wellbeing and social justice campaigns including our Q Learning Programme, LGBTQA+ network and popular Eco Wednesdays.



### Peter Hobin

Peter inherited a passion for ‘grow your own’ from his father and is a big help with our allotment spaces. As part of our full time onsite landscaping team, he manages our rewilded spaces and the coordination that goes into balancing biodiversity and socially used spaces.



### Colin Abdu

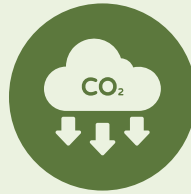
Colin’s love of the outdoors and adventure has inspired an increase in our biodiversity planting and some very happy local wildlife. Colin helped map out our interactive walking trail and is always on hand with planting advice.



## Our Strategy

Quorum Park's entire business strategy is built on our 360 Vision:

We want to create a pleasant and sustainable environment where people, animals, plants and businesses can all thrive.



### 1. Making the best use of resources and committing to lowering our carbon emissions

Being mindful we are striving to support guests on their journey towards Net Zero 2050.



### 2. Embedding sustainability through partnership and collaboration

Ensuring the sustainability journey doesn't end once a building is occupied.



### 3. Providing a positive environment for staff to work in

While allowing local wildlife to flourish.



### 4. Embracing innovation

Striving to be an industry leader.



### 5. Being a force for good

Partnering with tenants and the wider community to work towards a better world.



Quorum Park's ESG aligns with the UN's Sustainable Development Goals: a blueprint to achieve a better and more sustainable future for all.

They address the global challenges we face and by aligning our ESG to the same framework, we can ensure our strategy works towards this same goal: a better world for all.

## Key Action Areas

We've identified the following key action areas that encompass our range of focus as we go forward in our mission to make Quorum Park the UK's most sustainable office park.

- Buildings
- Biodiversity & Open Spaces
- Resource Use & Supply Chain
- Active Travel
- Awareness & Community
- Reporting & Communication





## What Our Tenants Say:

“As someone who enjoys the outdoors and works in the sustainability sector I feel Quorum Park is leading the way with integrating sustainability and environmental stewardship to everyday business practices.

“The rewilding areas around the park are providing connectivity for local wildlife, we have seen deer and birds of prey among many others, and provide a calming setting for a lunchtime stroll whilst the ‘pollinator paradise’ zones are helping local insect and invertebrate populations.

“The Quorum allotment is a fantastic initiative and is encouraging business park users to get their hands dirty with an end product they can take home and enjoy. I recently reaped the rewards of a beetroot, pea and broad bean harvest and can’t wait to see what else we can grow!”

**Lisle Erskine-Naylor**  
Environment & Sustainability Advisor  
Balfour Beatty



ESG is a business-critical priority for Greggs, with our head office based at Quorum we’re able to share best practice with other tenants, enjoy the onsite biodiversity measures and collaborate with local partners. Quorum have supported Greggs across a number of sustainability areas including Active Travel and engagement and its one of the reasons we love being part of the Quorum Community.”

**Paul Irwin Rhodes**  
Head of Sustainability  
Greggs PLC

“A great model for all landlord’s to follow on how to collaborate with tenants on sustainability. Delighted to be a part of this fantastic group.”

**Avinash Lunj**  
UK Head of Climate and Environmental  
Sustainability  
Sopra Steria



## Understanding Climate Change

With an average surface temperature increase of 1.2C since preindustrial levels and predictions of an increase beyond this, the time to act on climate change is now.

Climate change is caused by Global Warming but don’t let ‘warming’ fool you – as surface temperatures continue to rise, the UK will see wetter winters, drier summers and more extreme weather events. This includes floods, droughts and wildfires.

Both the **hottest and wettest** years since records began have been within the last 10 years.

The biodiversity crisis refers to the rapid decline of species and ecosystems worldwide, threatening the delicate balance of life on Earth.

By 2025 millennials and Gen Z will make up more than **75% of the workforce**.

A 2016 study by Cone Communications found that **76% of millennials** consider a companies social and environmental commitments and nearly two thirds won’t take a job if a potential employer doesn’t have strong CSR practices.

The same study found that Gen Z is the generation most likely to believe that companies should address urgent and social environmental issues with a whopping **94% of those surveyed saying so**.

Indications suggest that extreme weather is likely to cost the UK billions of pounds and will wipe at least **1% off GDP growth every year by 2045**.

Action on Climate Change will leave businesses more resilient to change and commitments to sustainability will attract and retain a quality workforce.



# Buildings

Here at Quorum we understand the paramount role that buildings play in shaping our environmental impact. As the largest contributor to energy consumption, resource usage, and carbon emissions, buildings represent a crucial area for sustainable transformation.

We recognise the significance of this responsibility and proudly embrace bold commitments to combat environmental challenges head-on.

Guided by our 360 sustainability vision, we are determined to redefine the standards of eco-conscious infrastructure within our office park.

Through innovative technologies, energy-efficient designs, and responsible material sourcing, we strive to create a harmonious blend of functionality, comfort, and environmental stewardship. Join us as we revolutionise the way buildings impact our planet, one sustainable structure at a time.

Quorum’s Building portfolio:

- 16 large buildings
- Smaller retail units
- A nursery
- Security Gatehouse
- Largest building 104, 691 sq ft
- Current Occupancy Rate 85%

Our Commitment	Goal	Current Strategy	Next Steps
1.1 Keep up to date with the latest innovations related to sustainability	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Buildings built to BREEAM Excellent or Good Standard	Fact finding mission to find out latest sustainable innovations available in our buildings.
1.2 Work with onsite tenants who purchase or rent our buildings to explore further sustainable enhancements: Solar panels, green roofs.	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Have offered all tenants a free consultation with AK renewables as part of our decarbonisation strategy.	Work with onsite tenants who purchase the buildings to explore further sustainable enhancements: Solar panels, green roofs.
1.3 Develop a Retrofit Strategy for Decarbonising Buildings	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Buildings spec is already very good for its time with Air Source Heating and Cooling fitted.	Invertors improve running costs for building when used effectively, work at improving efficiencies.
1.4 Develop an adaptation strategy in the event of Climate Change Related weather phenomenon	 11 SUSTAINABLE CITIES AND COMMUNITIES	Gravel Soakways outside of buildings and Dogwood planting help alleviate flooding risk.	Undertake an indepth anylsls of potential adaptations required in light of future issues following North Tyneside Council’s Action on Climate Change Adaptation toolkit.
1.5 Building Proposals for Phase Two to feature readiness for Net Zero at their core design	 11 SUSTAINABLE CITIES AND COMMUNITIES	Phase Two Conversations in progress	Wait confirmation of Phase Two going ahead.

View Page 10, Resource Use & Supply Use to read more in depth info about renewable energy masterplan established for our Net Zero roadmap.



# Biodiversity & Open Spaces

We are living through a biodiversity crisis and as an office park we can help by implementing strong environmental policies, preserving green spaces, and promoting sustainable practices, creating habitats and corridors for wildlife, thus contributing to conservation efforts.

In an office park supporting biodiversity is a win win situation, the local eco system flourishes and supports a myriad of species to brighten up the space and make occupiers feel happier and healthier.

Quorum Park's entire design incorporates local wildlife corridors, protected conservation areas and impressive green spaces. As time has gone on, our activity around biodiversity has been some of our most popular content and is a big part of our identity.



Our Commitment	Goal	Current Strategy	Next Steps
2.1 Encourage engagement on Biodiversity to engage staff to protect our letch and wildlife areas	15 LIFE ON LAND	Wildlife Map created detailing biodiversity 'hot spots' across whole site. Printed pollinator paradise signs located across the park	Work with Drumbeat to create an interactive walking route with QR codes offering a knowledge and sustainability best practice
2.2 Explore opportunities to rewild spaces along the perimeter of the park.	15 LIFE ON LAND	Strategic areas located across site have been rewilded by onsite team - a mix of deliberate planting and simply leaving to grow	Increase native planting within space and look at early spring and autumn planting as well as just summer growth
2.3 Increased biodiversity with installation of wildflower meadows and pollinator planting	15 LIFE ON LAND	Q12 and Q15 Wildflower Meadows are now well established with a mix of native plants and cultivated pollinators	Work with One Landscapes to further develop pollinator opportunities - explore front of house planting and finding a good balance of the space
2.4 Wildlife Friendly Gardening Policy	15 LIFE ON LAND	Worked with Climate Action North to undertake a Biodiversity Assessment in March - best practice advice recorded with which to develop a policy	Develop a policy for putting wildlife first while gardening - research bird nesting seasons and avoid cutting back in that time. Research best methods for maintaining reeds in wildlife letch
2.5 Introduction of more wildlife habitats	15 LIFE ON LAND	Bug Hotels, toad abodes, hedgehog houses, a stumpery, and wildlife pond have all been introduced to support wildlife. 8 beehives found onsite	Explore bird houses and bat boxes fitted to buildings. Deer spotted onsite regularly in 2023 - do we need to make adaptations for this?
2.6 Active Wildlife Group	15 LIFE ON LAND	Activities with Northumberland Wildlife Trust and other partners regularly feature as part of the annual events calendar	Develop wildlife group activities outside of site in partnership with Venture Zero
2.7 Management of Invasive Species onsite	15 LIFE ON LAND	A number of non native plants were identified in Climate Action North Survey	Replace with native planting as part of wider eco gardening policy
2.8 Explore composting & wormery within Quorum Allotment Plot	15 LIFE ON LAND	A compost heap has been installed at our allotment plot alongside our wormery	Ensure composting and wormery is used effectively by partnering with onsite landscaping team.
2.9 Adhere to ecology regulations with proposed expansion into phase two of Quorum Park	15 LIFE ON LAND	OS Ecology Appointed to assist with Net Gain Biodiversity and relevant surveys	Awaiting a decision on Phase Two
2.10 Creation of onsite seed swap	11 SUSTAINABLE CITIES AND COMMUNITIES	Currently collecting onsite seeds from our cut flower garden and wild meadows. Team will reseed into our rewilded areas but are also creating onsite seed swap	Creating an onsite swap shop housed within the allotment space. Looking at upgrades to the onsite polytunnel to create a seed drying area



## A space for wildlife

Did you know the whole layout of Quorum Park was redesigned to incorporate our letch area, found to be home of water voles?

From its inception to the park has been created with designated strips of natural habitat, such as green spaces, native vegetation, or water bodies, created to connect isolated patches of wildlife-friendly areas.

These allow animals to move freely, promoting biodiversity and mitigating the negative impacts of our development on local wildlife.

We're pleased to report the wildlife corridors remain thriving wildlife hot spots in the last 12 months alone we've had regular visits from a family of deer, a barn owl sighting and bats.

Keen to give nature a helping hand, our wildlife group have been hard at work creating and supporting wildlife habitats with the introduction of a variety of habitats.

- Bird Boxes
- Hedgehog Houses
- Bird Feeders
- Toad Abodes
- Bug Hotels
- A wildlife pond
- A stumpery





## Don't mind the weeds, we're feeding the bees

Summer used to bring with it the scent of fresh cut grass, but thanks to initiatives such as No Mow May, which encourages wildflower growth and nectar for our bees, the season is now punctuated by a different sensory experience – the buzzing of insects and vibrant bursts of colour. This is certainly the case at Quorum Park, where we're proud to be part of the rewilding revolution!

Increased biodiversity is directly linked to tackling climate change. Often, softer, more ecologically focused elements of

sustainability such as these are written off as 'the fluffy stuff', but it needs to be an integral part of the planet's recovery.

On top of our rewilded spaces we've also created cultivated pollinator paradises at the entrance to the park with more year round bee friendly planting including echinacea, lavender, rudbeckia and crocosmia.

Our stumpery and wildlife pond were introduced in an attempt to introduce an areas we could leave wood and cuttings to rot and decompose, creating a great habitat for caterpillars and other creepy crawlies as moss and lichen thrive in the shady corners. Caterpillar friendly spaces this year = next year's butterflies!







# Our top rewilding tips!

## Just let it Grow!

Some of our most successful patches of rewilded land were simply created by leaving grass to grow long. With so much existing planting in and around site, flowers quickly self seeded and nature took it's course. Free, easy and great for planet earth!

## Save those seeds

Once flowers are finished flowering, cut back to the ground in September and help seeds along by drying and collecting them, scatter in the desired space or share with friends. Our onsite seed swap is situated at Quorum Allotment.

## Enjoy the results

The importance of connecting with nature can't be understated. It is important to us that we create opportunities for staff to connect and engage with what we'd done. For us, that included increasing seating areas in the rewilded spaces, information signage and a guided walk.

## Rewilding Britain

We're super excited to share we're partnering with North East Rewilding Network (NERN) to join the Rewilding Britain network visit [www.rewildingbritain.org.uk](http://www.rewildingbritain.org.uk) for more info and find more rewilded networks near you.

## A note on the bees...

Quorum Park introduced beehives to site over 10 years ago and we were proud to offer our occupiers honey.

In truth, honey beehives are not the answer to improving pollinator spaces and can in fact have a negative impact on local eco systems competing for pollen.

With the hives established and the local honey incredibly popular with staff we've committed to a gradual reduction of hives onsite and increased introduction of local native pollinator planting onsite.

A quick glance at our cornflowers will reveal a whole plethora of pollinator species enjoying the landscape.

## Pockets of pollinators

If your budget doesn't stretch to planting out a whole area, get creative with mini pockets of wildflower planting and let them self seed into bigger spaces over time.

A mix of perennials, annuals and biennials should see you through the whole year. Foxgloves, Poppies, Ivy and ragwort and mallow being examples of planting that has thrived here at Quorum.





# Resource Use & Supply Chain

At Quorum Park, we understand that our resource use has a significant impact on the environment, economy, and society as a whole both through our direct emissions produced onsite and the footprint of our supply chain.

Our main aim has been to maintain a careful balance between the comfort of tenants onsite and managing our environmental commitments to reduce our presence.

Procurement has a significant role in the reduction of waste and forms a key part of any sustainability strategy.

As we strive to support our tenants on their journey to Net Zero, we understand that renewable energy will play a big part in our future.

As well as an exciting partnership with green energy market, Urban Chain we are working on ambitious renewable energy projects.



Our Commitment	Goal	Current Strategy	Next Steps	10
3.1 Ensure all new suppliers company profile meets our base level sustainability requirements for onsite contractors	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Following a deep dive of our supply chain, develop a 'base line' of our minimum requirements.	Create a standard suppliers must meet before we sign up/renew contracts committing to our sustainability objectives	
3.2 Post Covid 19 working patterns baselines for energy consumption: Electricity, Gas and Water	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Energy Dashboards created using 2021 data as a baseline. Shared with Key Stakeholders (see Reporting and Communication for more information)	Regular monthly reporting and sign up to Science Based Targets	
3.3 Sign up to the Science Based Target Initiative	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Collating base data to create and submit a target within the scheme guidelines	Once ready, share targets with key stakeholders and maintain reporting going forwards. Work with building managers to create energy masterplan and roadmap to Net Zero	
3.4 Gradual replacement of existing light fittings for LED lighting in Quorum Shared Common Areas under our control.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Updated all lighting in common areas with LED lighting	Record reduction of maintenance and call outs to demonstrate efficiency. And track projected payback within 5 years.	
3.5 100% renewably sourced energy to all Shelborn Managed buildings	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	Partnership with Green Energy Market, Urban Chain supplying tenants and communal spaces with 100% renewable energy. Designed to support locally sourced renewable energy solutions, with reporting identifying exactly where energy is sourced from.	Link Urban Chain with our onsite tenants to expand reach and aim to include upcoming renewable energy projects.	
3.6 Explore inefficiencies as a result of inefficient operation of cooling system controls	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Move to encourage building hosts to switch air con off until in use to improve efficiencies. 'Switch it off' campaign in shared spaces.	Analysis of operation of the cooling system and explore what efficiencies can be introduced	
3.7 Explore Creation of Renewable Energy Solutions onsite	7 AFFORDABLE AND CLEAN ENERGY	Working with external consultants to develop a roadmap to Net Zero, with ambitious projects including a wind turbine and Solar PV	If successful, enter into power purchase agreements with onsite tenants to deliver onsite generated energy to support tenants on their road to Net Zero	
3.8 Explore localised offsetting and inseting	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	With little trust in global offsetting is there localised inseting projects we could fund as an alternative	Partner with North Tyneside Council Action on Climate Forum who are doing the same	
3.9 Explore Journey to Zero Waste to Landfill by 2025	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Contract currently Zero Waste to Landfill but seeking clarity on reporting	Incentivised a shared waste programme for all tenants complete with in depth reporting	
3.10 Explore New Recycling Opportunities	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Trialled Scan 2 Recycle scheme for hard to recycle plastics	Glass Recycling options available? Upgrade to Q11 & Neon Recycle Options	
3.11 Explore Rainwater Harvesting	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	Water Butt in place at Quorum Allotment and water run off used to water plants	Explore a business proposal for blue roof systems using info from sister park, Edinburgh Green	
3.12 Whale Conservation 'Offsetting'	13 CLIMATE ACTION	Contribute to Whale and Dolphin Conservation as an alternative strategy around offsetting	Can we share this wider and encourage tenants to take part too?	



# Urban Chain Renewable Energy

For many years, Quorum Park has been proud to supply REGO backed, 100% renewable energy to the buildings under our control and shared communal spaces.

From late 2023, we're going one step further and have agreed to an innovative new power purchase deal as we look to fully convert to greener energy sources across site.

Peer-to-peer energy exchange is a relatively new form of power provision in the UK, allowing individuals and companies to sell electricity to others directly.

Quorum Park will be able to secure electricity from 100% renewable sources and use advanced AI technology to report exactly what

source our renewable energy comes from while prioritising locally produced renewable solutions, in turn helping boost the local economy by supporting localised energy solutions.

It's a win win for tenants as green, localised energy results in lower energy bills with better ESG credentials and reporting capabilities!

It is Quorum Park's vision to integrate Urban Chain into the wider community by encouraging tenants of privately owned buildings to join us on this journey and Urban Chain will be supporting us as we look to invest in renewable energy solutions generated right here on the park.





# Active Travel

Transport currently accounts for approximately 30% of the UK's carbon emissions.

By promoting walking, cycling, and the use of public transportation, we aim to enhance the well-being of our occupants, reduce carbon emissions, alleviate traffic congestion, and foster a sustainable and vibrant community. Embracing active travel not only benefits individuals but also contributes to our collective efforts in building a greener and more resilient future.

Here at Quorum Park we consider ourselves an exemplar standard of active travel promotion with over a decade of promoting green transport options to our onsite tenants, but know that this still remains one of the most contentious and emotive areas of conversation around individual behavioural change and action.

There is no one size fits all approach to active travel, instead we aim to provide a plethora of options with flexibility and realistic options for the workplace.

Post Covid-19 working patterns have been transformed and expectations shifted – is this a key moment to see real change?



Our Commitment	Goal	Current Strategy	Next Steps
4.1 Capture new travel baseline info post Covid-19	11 SUSTAINABLE CITIES AND COMMUNITIES	Use staff survey results and HR post code analysis to capture a picture of staff travel post Covid-19	Regular staff surveys to track modal shift going forward.
4.2 Update Travel Plan post Covid-19	11 SUSTAINABLE CITIES AND COMMUNITIES	Travel Plan was updated in Autumn 2022 working through actions.	Drumbeat creating travel guide to share with new starters looking for transport advice.
4.3 Support a modal shift towards more cyclists	11 SUSTAINABLE CITIES AND COMMUNITIES	Fleet of pool bikes available for free hire for up to 30 days via the Quorum App. Regular support from Dr Bike via local community group, Bike 4 Health. Events programme includes bikers breakfasts, second hand bike sales and guided rides.	Develop safe offroad routes to key destinations in the nearby areas, promote with tenants alongside 'bike buddy' options. Find key 'cycle champions' within businesses to help promote these routes.
4.4 Inclusion of an eBikes within Pool Bike Fleet.	11 SUSTAINABLE CITIES AND COMMUNITIES	Fleet expanded to include 5 standard eBikes, one folding eBike and one Cargo eBike	Develop flexible booking system to hire out the eBikes including access to a stationary locker based on the avenue.
4.5 Promote Flexible Ticketing	11 SUSTAINABLE CITIES AND COMMUNITIES	Replaced the Shuttle Bus with the Quorum Express route where any bus between Quorum and Four Lane Ends can be caught for free	Work with local transport providers to make ticketing options more user friendly - most likely via the promotion of the purple pop card.
4.6 Increased uptake of EV Car use	11 SUSTAINABLE CITIES AND COMMUNITIES	EV Charge points installed in Q7 & Neon Car Park. Quorum Park staff discounts	Tap have been appointed as new EV service provider, collaborate with them to promote to all EV users across site
4.7 Promote Car Sharing	11 SUSTAINABLE CITIES AND COMMUNITIES	Explore promoting Car Sharing via the Kinto Join App	Update Reward programme to increase Kinto Join use.



# Quorum Express Zone

The Quorum Express zone was born as a result of a cultural shift across the UK. Covid -19 changed working practices forever and we began to look at ways to adapt to hybrid working and challenging times for public transport.

A core thread of our strategy involves supporting the modal shift away from single occupancy car journeys with the best amenities possible.

In May 2023 we introduced the Quorum Express travel zone between local metro station, Four Lane Ends and Quorum Park. This replaced our shuttle bus service which had previously only operated in peak times Monday – Friday. Previously passengers were offered discount for travel passes but single journeys were still £1 a time.

We realised that funding individual journeys for staff commuting to the park would be cheaper than running the shuttle bus route. With the added benefit that instead of solely operating at peak times, we're able to offer this service seven days a week, all day long.

We partnered with local bus

providers and developed a free travel zone between Four Lane Ends Interchange and the park, the Q Express pass is housed within the Quorum App and is valid on any of the bus routes which service the park with an average frequency of every 25 minutes but can be up to every 15 minutes in busier windows.

Now, passengers simply get on any of the buses leaving four lane ends, display their Q Express Pass and pop on local bus services free of charge. David Parker, Commercial Manager at local bus provider, Stagecoach is thrilled with the move. "The 'Final Mile' is often a challenge in modal shift, it's often a deciding factor in people's transport choices. People are looking for quick and convenient means to get where they need to be – not a mile up the road! The Q Express pass helps connect Quorum staff with a whole range of transport choices at Four Lane Ends Interchange at no extra cost to the individual".

This has proven an economical option for the park, with individual journeys totalling less than the cost of the shuttle bus running, All of this with the added bonus of continued and regular traffic to our App. A great example of adapting to new working patterns.



## Get on your bike!

Did you know Quorum Park was shortlisted for Cycle Friendly workplace of the year?

Supporting our cycling community has always been a huge priority for us, we look to help interested staff get started on their cycling journey and continue to support regular cyclists too.

Not only do our buildings come complete with bike storage, showers and changing facilities as standard, we have all the cycle support you could need from our onsite cycle hub support network.

The Quorum Bicycle User Group is pitched at everyone, whether you're a total beginner or a lycra clad pro, we've got something for you!

We've invested heavily in a top class fleet of pool bikes, including 6 eBikes, all complete

with pannier, lock and helmet. If you need extra confidence to build up to rides we can offer route advice, training rides and one to one buddy support.

Here at Quorum we benefit from the local Waggon Ways system so are surrounded by enjoyable offroad routes connecting cyclists in every direction. We encourage staff to get to know the Waggon Ways with regular group rides. This varies from local family friendly trips at weekends and in the school holidays to more challenging rides like our 100km Northumberland challenge.

Whatever your motivation for making the move to two wheels, we can support you – second hand bike sales, discounts at local stores and regular bike lock and equipment sales make Quorum Bicycle User Group the one stop shop for cyclists on the park.

### Get Pedalling!

Hire one of our fleet of pool bikes – we've got standard, electric and folding bikes in a range of sizes. Sign up to one of our regular Biker's Breakfasts and Dr Bike events for a free bike check with a breakfast sarnie thrown in for good measure!

Not sure where is the safest route? Our bike buddy system can connect you with other riders on the route or we can draw you out the safest route.

# Awareness & Community

Building a strong sense of community is vital for fostering relationships and creating a supportive environment within Quorum Park.

By nurturing social cohesion, we promote collaboration, inclusivity, and a sense of belonging among our employees, occupiers, and wider community. We believe that a thriving community leads to a happier, more engaged workforce and harmonious working environment.

From our Q Learning Seminars, Q Pride Community and People & Culture Forum we've supported tenants in learning around a number of important social topics, delivered to staff free of charge to support occupiers' professional development.

We're genuinely so proud of the community we've created here at Quorum Park – bold, outspoken and unapologetically driven by a desire to create a better world, we understand that by uplifting others, we create a more sustainable and equitable society.

This in turn attracts like minded businesses and employees who share our values, fostering a community of sustainability advocates.

Our Commitment	Goal	Current Strategy	Next Steps
5.1 Develop a network of volunteering opportunities	 10 REDUCED INEQUALITIES	Work with local partners to create volunteering links with staff. Newcastle Dog & Cat Shelter, VODA and St Oswald's Hospice.	Share events and opportunities both on and offsite. Include within Q Learning topics
5.2 Active onsite Sustainability Working Group	 17 PARTNERSHIPS FOR THE GOALS	Sustainability Working Group consists of representatives from across the park and has overseen a number of Quorum's high profile sustainability projects.	Develop a 12 month strategy plan with group members on individual actions each tenant wishes to undertake and feed into the next ESG update.
5.3 Work with individual tenants on campaigns linked to NZ 2050 readiness.	 17 PARTNERSHIPS FOR THE GOALS	Supported tenants with policy creation, transport advice and individual events.	Aim to have at least one day a month aside for direct 'clinics' with tenants seeking sustainability support from the whole team.
5.4 Produce sharable content and knowledge exchange for group members	 17 PARTNERSHIPS FOR THE GOALS	Regular blog content on the Quorum Website with topics covered including modal shift, fast fashion, rewilding and policy writing	Develop a 'how to guide' on ESG strategy including a directory of useful links and contacts.
5.6 Support an Inclusive Agenda Diversity, support for LGBTQ+ staff and women's network	 10 REDUCED INEQUALITIES	Q Belong and Q Pride community celebrates onsite Diversity and LGBTQA+ community	Support diversity themed Q Learning workshops. Establish women's networking group. Neurodivergent friendly events policy
5.7 Support the promotion of healthy lifestyles and emotional wellbeing.	 3 GOOD HEALTH AND WELL-BEING	Ambassador status achieved on the Better Health at Work Award along with advanced recognition on the Good Work Pledge.	Promote the Better Health at Work Award and Good Work Pledge to tenants and wider community.
5.8 Connect tenants to local environment with onsite allotment.	 3 GOOD HEALTH AND WELL-BEING	Allotment & Community Garden managed with a nature first approach, contains lots of seating and reflection space to encourage a connection with nature	Monthly open days and workshops offered to tenants, campaign to promote home grown food and educate around soil quality.
5.9 Development of Green Skills Network and other education around sustainability agenda	 4 QUALITY EDUCATION	Include Sustainability topics within the Q Learning programme and currate content online on our social media channels	Working with North Tyneside Employment and skills on the promotion of Green skills employment opportunities.
5.10 Promote sustainable best practice through onsite amenities	 4 QUALITY EDUCATION	Onsite book exchange alongside frequent pop up clothes swaps promotes waste hierarchy concepts and addresses issues that can be taken into the home from the workplace	Develop an onsite seed swap and continue educational opportunities through creation of blog posts and literature.



## The People and Culture Forum

The People and Culture forum is an in-person monthly learning and networking event for people who are passionate about employee satisfaction and productivity, and are interested in the science and psychology behind having an engaged and productive workforce.

Quorum Park is proud to be home to the People & Culture Forum since 2021 with sessions ran from the Q11 building on the second Wednesday of each month. Sessions are ran Becca Brighty of Brighty people, a firm helping businesses and employees to unlock long-term workplace happiness and success.

The forum has been going from strength to strength, helping members of the Quorum Park community to become more resilient and confident. Past topics have included imposter syndrome, the psychological contract, building resilience and mental wellbeing throughout a career.

One session 'An introduction to neurodiversity and individual differences in the workplace', was designed to educate delegates

about what neurodiversity means, highlight that we're all different, and foster an understanding of the impacts that different brains and their preferences can have upon both individuals and the teams they're part of.

Reb Robb, Campaigns and Admin Assistant at Campaign for Learning, part of the NCFE group, is neurodivergent and attended the session curious about what they could learn.

Reb said: *"Becca is a great speaker and her presentation was very informative. It really highlighted some of the simple yet impactful changes that organisations can make to support people to become the best they can be."*

*"I particularly liked the activity when we looked at colleague work patterns and behaviours, because it highlighted some of the assumptions, we make without knowing the full story."*

*"I would thoroughly recommend attending a session if you can, because it's amazing what you can learn about yourself and others."*

Visit our website to see upcoming topics and book a place on an upcoming session.







## Q Belong – creating an inclusive workplace

Supporting inclusivity and diversity is important for businesses because it fosters innovation, enhances decision-making, attracts a wider customer base, improves employee morale and productivity, and reflects the values of a fair and equitable society.

Here at Quorum our occupiers have worked hard to create an inclusive and safe working environment for all, we are proud to work alongside them in supporting this journey.

Our Q Pride committee has been active since 2019 and whilst our Pride events are very celebratory in tone it was important to us that we backed that up with real change and commitments. Namely the creation of Q Belong an inclusivity and diversity committee that believes in equity and breaking down barriers for staff.

The simplest way to make a workplace inclusive isn't to create a policy and plan for every kind of group or person. It's to make all spaces accessible for everyone. For us this includes using inclusive language on our website and app, a neurodiverse friendly hour at our events and a host of seminars and workshops to educate. Past topics include allies training, inclusive leadership coaching and reverse mentoring.

Claire Lusk Quorum Events Manager says *"Our events programme is designed around equity not equality, are there small tweaks that can be made to make it easier for one certain group? then great lets do it! It's really exciting to see the wealth of learning and opportunities available for personal development here in the North East, we're thrilled to be part of the journey"*.





## Allotment & Community Garden

The Quorum Allotment and community garden has exceeded all our expectations in its two years onsite. Year one was a big experiment, and it paid off!

A sunny spot with great soil, we found we had more wins than we did losses (though, to tell the truth, we learned more from our mistakes in the long run!) and as well as being a great supply of fresh home-grown food, we grew something even more exciting – a network of green enthusiasts and a fantastic community asset for the park.

The plot is made up of no dig beds, raised planters and a cut flower garden. We've successfully harvested peas, beans, carrots, beetroot and salad leaves. Our pumpkin patch thrived and the

annual harvest is rounded off with a crop of delicious sweetcorn.

We're nature friendly with a pest's welcome policy and we attract pollinators with our cut flowers and companion plants, not to mention a wild flower meadow, pond and stumpery

Volunteers are welcome to give as much or little time as they can afford, budding enthusiasts can pick up skills at our workshops and the addition of our new polytunnel means we're able to work year round. We're avid seed collectors so we're always happy to share the magic.

You don't need to be in possession of green fingers to get something from the space, we've recently installed two reflection benches sat looking out to our rewilded space.

### Get Involved in the Quorum Allotment

Our Open Days take place on the last Tuesday of the month, come along between 11.30 – 2.30

Foster a seedling, get our seedlings going by getting a plant plot ready on your windowsill.

You'll get first dibs on it's produce too!





# Reporting & Communication

Effective communication is essential to convey the carbon reporting findings to stakeholders. Here at Quorum Park we aim to provide clear and concise reports that highlight key metrics, trends, and improvement initiatives.

Visual representations like charts, graphs, and infographics can enhance understanding and engagement, therefore we've created Sustainability Noticeboards located across the park.

In terms of reporting, it is essential we adopt a transparent approach, disclosing both successes and challenges. This builds trust and credibility with our stakeholders, including tenants, employees, investors, and the local community.

Effective communication and reporting within our ESG strategy are essential because they demonstrate our commitment to sustainability, showcase progress towards our goals, and inspire further engagement and collaboration. It allows stakeholders to make informed decisions, encourages accountability, and fosters a culture of continuous improvement.

By effectively communicating carbon reporting, we aim to drive positive change, inspire others, and contribute to a greener and more sustainable future.

Our Commitment	Goal	Current Strategy	Next Steps
6.1 Northumbria University Project creating carbon reporting toolkit for site and tenants.	 17 PARTNERSHIPS FOR THE GOALS	Worked with placement with Northumbria University student to create a carbon footprint recording toolkit	Hand hold tenants through the process
6.2 Promote sustainability noticeboards and energy use trackers across site.	 11 SUSTAINABLE CITIES AND COMMUNITIES	Sustainability noticeboards track monthly energy use compared to 2021 baseline. Noticeboards are also an opportunity to promote further best practice	Extend locations of noticeboards and use figures to support an efficiency campaign to reduce building running costs. Work in collaboration with building managers.
6.3 Quarterly Reporting on ESG progress to onsite tenants.	 17 PARTNERSHIPS FOR THE GOALS	ESG recorded on the Quorum website. Report back in onsite Sustainability Working Groups	Aim for quarterly round ups to key stakeholders, including links to the energy dashboards and ESG commitments
6.4 Promote the Sustainable Development Goals	 13 CLIMATE ACTION	Invelo Ltd offered free workshop on the Sustainable Development Goals, our ESG strategy deliberately shaped around the goals	Taking part in UN Global Compact Network UK's 2023 SDG Flag Campaign. Add an introduction to SDGs to new website, app and ESG policy document.
6.5 Share Good News Stories and promote our sustainable credentials in our core marketing messages	 17 PARTNERSHIPS FOR THE GOALS	Social media, website & App all contain good news messages around our sustainability strategy.	Work with Four Walls PR to encourage Quorum to be seen as regional expert in sustainable topics
6.6 Regularly partake in regional sustainability networking	 17 PARTNERSHIPS FOR THE GOALS	Currently sit on the North Tyneside Action on Climate Board, regularly attend North East England Climate Commission, NGi and Chamber of Commerce events around sustainability. Climate Action North has hosted an event from Quorum	Explore hosting our own event akin to the People and Culture Forum Hosted at Quorum Park but with a decarbonisation lens.
6.7 Promote recognised Sustainability benchmarks such as the carbon literacy project	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Developed in house skills around sustainability with Carbon Literacy Training completed by the whole team including landscaping team. Collaborate with tenants on learning opportunities wherever possible particularly members of the sustainability working group.	Further reach of carbon literacy training within tenants via members of the sustainability working group.
6.8 Event & Sustainability Lead Completing PIEMA accreditation to be a recognised environmental professional	 8 DECENT WORK AND ECONOMIC GROWTH	Practioner status achieved in May 2023 upon completion of exam and submission of case study evidence	Create 5 year plan to apply for Chartered Status



# Final Thoughts: why all is not lost

**As we finish our ESG we are stuck with thought. Instead of embedding sustainability into our community, it's fair to say sustainability is our community.**

For sustainable practices to truly take off in a workplace you need to live and breathe them; make them your starting point, not a nice to have.

By setting out core objectives that frame sustainability as an essential feature of your business, you're marking a line in the sand. From here the only way is better, greener, and bolder.

Sometimes it can feel like we're fighting a battle we'll never win, and we must accept that, as both individuals and businesses, it's impossible to shoulder the burden of the climate crisis alone.

But the unity of vision that comes with our alignment to the Sustainable Development Goals makes us part of a wider force for good and voice for change.

Seeing the high-level commitments displayed by our executive team and the passion of green champions across site fills me with hope. Hope for a better, greener future for all.

I firmly believe that with Sustainable Development Goals as our guide, we've all been offered a clear road map of how we can achieve this.

**Let's get started today!**

Quorum Park  
Benton Lane  
Newcastle upon Tyne  
NE12 8BU

0191 6910889  
hub@quorumpark.com  
quorumpark.com

