

ARC.

**SOCIAL IMPACT
REPORT 2022 → 2025**

CONTENTS

**INSPIRING THE NEXT
GENERATION**

9

**PROMOTING CAREERS IN
THE BUILT ENVIRONMENT**

14

SUPPORTING GOOD CAUSES

20

**CHAMPIONING HEALTH
AND WELLBEING**

26

CURATING PUBLIC ART

32

**FOSTERING CLIMATE
ACTION**

39

**CONNECTING PEOPLE
WITH NATURE**

43

**ENABLING SUSTAINABLE
AND ACTIVE TRAVEL**

49



FOREWORD

At ARC, our commitment to creating meaningful social value is at the heart of everything we do. We believe that businesses have a responsibility not only to generate economic returns but also to positively impact the communities in which they operate. This Social Impact Report is a testament to our continued dedication to that mission.

Over the past year, we have deepened our engagement with stakeholders, expanded our community initiatives, and championed sustainable practices that reflect our core values. From supporting local enterprises and fostering inclusive growth to investing in education and wellbeing programs, our efforts are geared towards building a better future for all.

Our journey towards creating social value is guided by a clear vision: to be a force for good while driving sustainable growth. We understand that our success is intertwined with the well-being of our communities and the environment.

I am incredibly proud of our team's dedication, resilience, and innovative spirit in pursuing impactful solutions. Their passion and commitment have enabled us to make a real difference, and I am confident that, together, we will continue to amplify our positive impact in the years to come.

As we look to the future, we remain steadfast in our commitment to embedding social value into our business strategy and operations. We are excited about the opportunities ahead and invite all our stakeholders to join us on this journey of positive change. Together, we can create a more inclusive, sustainable, and prosperous future for all.

Jim Stretton
Managing Director



PREFACE

I am proud of the significant strides we're making in advancing our social value agenda, guided by our core principles of equity, inclusivity, and environmental stewardship.

This report showcases the tangible outcomes of initiatives designed to create long-lasting impact, highlighting the stories behind the numbers and the people whose lives we have touched.

Our approach to social value is not just about compliance or reputation, it is about purpose. We are driven by a genuine desire to make a difference, and we are constantly exploring innovative ways to maximise our positive impact. Collaborating with our partners, customers, and communities, we are creating shared value that benefits everyone. I am grateful for the dedication and passion of

our teams who are at the forefront of driving change. Their efforts inspire me every day and strengthen my belief that sustainable progress is achievable when we work together.

As we move forward, we remain committed to transparency, accountability, and impactful action. I am excited about the future and the possibilities it holds as we continue to build a more sustainable and equitable world.

Emmanuel Deschamps
Associate Director - Sustainability

INTRODUCING ADVANCED RESEARCH CLUSTERS

Advanced Research Clusters (ARC) is a leading life science, technology and innovation real estate developer and investor with over 2 million sq ft of real estate in the United Kingdom. We understand what it takes to create successful ecosystems that enable and accelerate innovation and collaboration across all sectors of science. Enabling our members to collaborate across our platform, facilitating innovation and technology to prosper is at the heart of everything we do.

ARC is home to over 300 leading science and innovation organisations and over 10,000 people spanning across 4 Clusters: ARC West London, ARC Uxbridge, ARC Oxford and Harwell Science and Innovation Campus.



To discover more about ARC
click [here](#) or scan the QR code



2M

sq ft of innovation

10,000+

clusters community

300+

organisations

4

clusters

SOCIAL VALUE

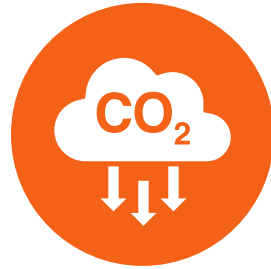
At ARC, we define social value as the positive societal outcomes that our built environment creates for people and the economy, including staff working on our campuses and construction workers, as well as local businesses, schools, charities and community groups.



**Community and
Local Economy**



**Health and
Wellbeing**



**Carbon and GHG
Emissions**



**Nature and
Environment**



**Connectivity and
Transport**





SOCIAL VALUE

Objective: To make a lasting positive impact on the local community, the natural environment and the economy.

This will be achieved by:

- Providing an environment that safeguards and enhances the health & wellbeing of staff and visitors as well as construction workers
- Adapting our campuses to be inclusive and foster both neuro and physical diversity
- Encouraging our supply chain to employ a local & diverse workforce, and to use local businesses, Small & Medium Enterprises (SMEs) and Voluntary, Community and Social Enterprises (VCSEs)
- Providing financial and/or non-financial support to local charities and community groups
- Inspiring young people through Science, Technology, Engineering, and Mathematics (STEM), and creating opportunities for enabling future careers in the built environment
- Avoiding waste by donating materials to charities and community groups for Re-Use
- Providing a landscape that connects people with nature and offers access to places of rest and reflection, including art displays
- Making sustainable & active travel options available to Campus users and facilitating healthy work life balance
- Enabling climate action





SOCIAL VALUE

Since 2023, Planet Mark have been measuring the social value ARC is creating annually using the Social Value TOMs (Themes, Outcomes, and Measures) framework to capture, share and communicate our efforts towards making a positive societal impact.

2023 Social Value

Total Social Value
£1,386,364



Your people
£24,782



Community & volunteering
£28,498



Donations
N/A



Procurement
£38



Environmental impacts
£1,333,047

Your People: Apprenticeship, internal wellbeing programme, Equality, Diversity & Inclusion (EDI) training and mental health campaign

Community & Volunteering: Schools' visits, volunteering, health interventions & wellbeing initiatives in the community

Donations: Equipment, resources, materials and/or financial donations and in-kind contributions to Voluntary, Community, and Social Enterprise (VCSEs) and community projects

Procurement: Direct purchase of goods and services from Voluntary, Community, and Social Enterprise (VCSEs)

Environmental impacts: carbon measurement, resources dedicated to improving biodiversity, reducing waste, awareness raising in the community, active and lower carbon commuting

2024 Social Value

Total Social Value
£1,733,166



Your people
£40,949



Community & volunteering
£32,619



Donations
£271,512



Procurement
N/A



Environmental impacts
£1,388,086

INSPIRING THE NEXT GENERATION



INSPIRING THE NEXT GENERATION

RE:CODE programme

In 2022, ARC invested in the next generation of innovators by supporting a STEM programme facilitated by the Institute of Imagination, Raising Robots and LEGO.

- Sponsoring a series of workshops with local primary schools to teach children how to build and code houses and cars for a sustainable future

institute of
imagination





INSPIRING THE NEXT GENERATION

RISE Together

In 2023, we launched a nationwide programme to promote diversity and inclusion in the space industry.

The programme included:

- A UK-wide initiative to encourage children to use their imagination – expressing their visions of space through art. The initiative was launched on the big screen at Piccadilly Lights and was backed by NASA astronauts Nicole Stott and Susan Kilrain, British ESA Astronaut Tim Peake, and renowned science communicator Brian Cox
- A school's day at the campus where 300 local schoolchildren engaged in interactive space-related activities at the campus including, activities from Institute of Imagination, The Royal Institution, and the creation of a giant art mural
- A solutions summit for industry leaders aimed at fostering inclusivity and improving diversity in the space sector, which offered a platform for a diverse audience to explore career opportunities





INSPIRING THE NEXT GENERATION

Royal Institution Energy LIVE! show

In 2024, we teamed up with the Royal Institution to bring an exciting science day to local primary schools, sparking curiosity and inspiring young minds in STEM.

- The Royal Institution, famed for its efforts to make science accessible to everyone, is known for its educational programmes and family-friendly science shows that bring the magic of STEM to all ages
- The series of shows aimed at different age groups was all about Energy, featuring spectacular demonstrations that captivated the students. They set fire to cornflour in a dazzling display, created sparks with an angle grinder, and even ignited a mass of butane-filled bubbles. Along the way, the students explored the different types of energy – kinetic, thermal, gravitational, and electromagnetic – and discovered fascinating facts, like how potassium in bananas contains a small amount of radioactive isotope!

Learn more about Science Day with the Royal Institution [here](#)

Established in 1799, the Ri has been a pioneering force in scientific discovery for over two centuries. Its dedication to engaging the public in the marvels of science has earned it global recognition within the scientific community. Through investments in education, skills development, and entrepreneurship programs, we empower individuals and communities to chart brighter futures.





INSPIRING THE NEXT GENERATION

IF Oxford Science & Ideas Festival

ARC strongly advocate for the transformative potential of education, sponsoring IF Oxford Science & Ideas Festival since 2021 and holding events on the ARC Oxford campus since 2022 to support this vital platform for inclusive public engagement and lifelong learning.

IF Oxford is a vibrant grassroots cultural charity that brings science and ideas to life each October through its city-wide Festival. With over 500 contributors and tens of thousands of visitors annually, the Festival sparks curiosity and conversation across Oxford and beyond, reaching over one million people through social media. Its diverse programme blends science with the arts—robotics, medicine, poetry, dance, and more—engaging people of all ages and backgrounds with many experiencing science for the first time.

TechWorks was a highlight of the 2025 Festival taking place at ARC Oxford, a hands-on event showcasing cutting-edge science and innovation, featuring interactive experiments, expert demonstrations, and the ever-popular Robot Racing where engineering meets high-speed fun.

IF Oxford is an independent UK charity that works with hundreds of organisations and groups to capture interest in 'science and ideas' topics through educational projects and its annual Oxford science and ideas Festival in October in venues across Oxford's region.



if OXFORD SCIENCE
+ IDEAS FESTIVAL

PROMOTING CAREERS IN THE BUILT ENVIRONMENT



PROMOTING CAREERS IN THE BUILT ENVIRONMENT

WOW Show

In 2022, we were excited to work with The WOW Show and Edge Picture Show who partnered with OXLEP and local businesses to support education in Oxfordshire.

- We sponsored a 'Careers in Construction' film promoting the different opportunities within the Design & Build industry, including environmental professions (Ecologist and Sustainability Manager)
- This was supported by our consultants from Bidwells, Baynham Meikle, Hawkins\Brown and RPS who were all filmed on campus
- This film is aimed at secondary school students, and their teachers, to inspire and raise awareness for careers in construction and will be aired on The WOW Show to reach a greater audience

Click [here](#) to watch the film





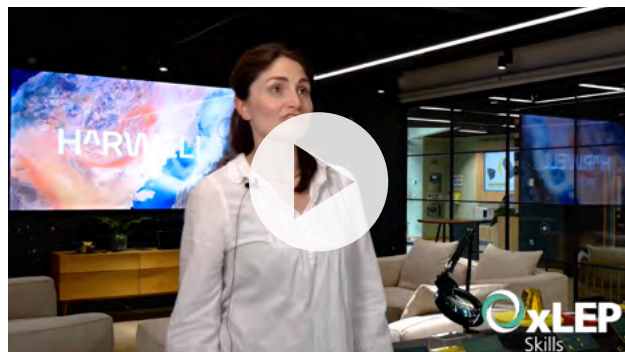
PROMOTING CAREERS IN THE BUILT ENVIRONMENT

Careers Day

In 2024, we welcomed 4 schools and 40 students for an inspiring day across 3 live building sites, providing practical insight into various roles within the construction industry including project management, engineering, quantity surveying, architecture and more.

A film was produced by the Oxfordshire LEP showcasing this careers day.

Click [here](#) to watch the film





PROMOTING CAREERS IN THE BUILT ENVIRONMENT

Community Employment Plan

On our construction projects, we collaborate with contractors to deliver meaningful career insights and opportunities through the Community Employment Plan (CEP) and Considerate Constructor Schemes (CCS):

Educational Engagement

- On the Dexter project, students from Chatworth House School and Orion Academy were offered a detailed tour of the construction site with a focus on mechanical and electrical elements
- On the Resilience project, 24 students from Abingdon and Witney College visited the site, gaining insights into the construction process and industry careers. This initiative aimed at inspiring the next generation of professionals in the sector
- On the Quad Two project, a Workshop Day organised for pupils of a King Alfred Academy to provide experience of the skills required to manage a construction site

- On the Refinery project, an 'Insight into Construction Taster Day' was organised with Spark! And the Fulham Academy for Boys and a career presentation was delivered at the Phoenix Academy

Employment and Skills Development

- On Dexter, following the visit, Darke and Taylor, the project Mechanical and Electrical subcontractor, accepted one of the students as an apprentice electrician. Over the course of the project, Darke and Taylor had six apprentices on site and offered a work experience to two students. A management trainee also worked on the project, spending one day a week at university studying quantity surveying
- On Resilience, four apprentices were employed, providing valuable

on-the-job training and career development opportunities. Two young individuals, aged 16-18, participated in work experience programs, offering them early exposure to the construction industry and its career pathways

- On Quad Two, 163 days were worked by apprentices from four different contractors on the project and a university student was offered a six-month placement
- Our landscape services contractor, Nurture Landscapes, also offered a two weeks work experience to vulnerable youngsters supported by SOFEA whose mission is to enable the transformation of people's lives, and their communities with a major focus on young people





PROMOTING CAREERS IN THE BUILT ENVIRONMENT

The Propeller Academy Trust

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

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



The Propeller Academy Trust runs schools for children with Special Educational Needs and Disabilities (SEND), including Kingfisher School in Abingdon and Fitzwaryn School in Wantage, and provides 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.

Gearing up to Construction

School Engagement Day (Day 1)

The SV Manager to visit the school and meet with the students and deliver the following activities;

- **1. Design a Site Manager**
 - Students tasked with designing a Site Manager. Discussion points to cover the skills & attributes required of a Site Manager, & understand the need for the correct PPE on a construction site
- **2. Mega Rods Challenge**
 - Students to engage with a hands-on STEM activity constructing a structure out of balls and rods
 - Discussion and development about the skills required such as teamwork i.e communication skills, teamwork, management,

Site Visit (Day2)

Students to come across and visit the Harwell project and gain insight in what a live construction project looks like. Activities on site will include;

- 1. Presentation from the Site Manager about the Quad 3 Project providing an overview.
- 2. Site Visit with Site Manager – Students will get the opportunity to get dressed in PPE walk around site and learn about the project
- 3. H&S Quiz – Testing the student's knowledge of information learnt from Design the Site Manager session
- 4. **Guess who I am?**
Interactive Q&A session where students get to ask Yes/No questions of different staff members. The aim of the session is to learn more about the different roles in construction i.e hidden roles and learn about the different pathways on how these individuals got to these roles.

The Propeller Academy Trust

B+K



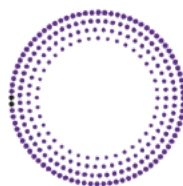
PROMOTING CAREERS IN THE BUILT ENVIRONMENT

Opening doors to employment

ARC is a Signatory of the Oxfordshire Inclusive Economy Partnership (OEIP) Charter and regularly offers work experience opportunities to young people.

- In 2022, the Development & Construction Team mentored a Year 10 student from King Alfred School in Wantage for a week and recruited an apprentice on a 5-year programme in partnership with the University College of Estate Management
- That same year, we were delighted to help a Ukrainian linguistic student by offering her temporary part-time work under the Ukraine Sponsorship Scheme
- In 2023, 7 students were introduced to the world of real estate for a total of 40 days
- In 2024, we welcomed 6 students for a total of 13 days

We also hosted an OxLEP Apprenticeship and Careers Expo at ARC Oxford to help bolster opportunities for local people/secondary school youths, and sponsored the Oxfordshire apprenticeship awards.



Oxfordshire
Inclusive
Economy
Partnership



SUPPORTING GOOD CAUSES



SUPPORTING GOOD CAUSES

Invest in communities

We strive to make a meaningful impact in the local community through charitable contribution:

- We actively champion local charities by donating to the Didcot Powerhouse Fund, dedicated to addressing inequality and deprivation within the Didcot Garden Town Area of Influence. We invite our contractors on construction projects to do the same to help funding community organisations working to improve local lives
- We provide shared facilities free of charge to our members (conference rooms, outdoor cinema installation), inviting them to make a donation to local charities such as Blackbird Leys Adventure Playground providing nutritious meals during school holidays and after-school programmes, and Oxfordshire Youth (see overleaf)
- We invited the NHS Lung Screening unit to utilise available parking area on ARC Oxford. We sponsor local football club, supporting grassroot sports and promoting physical activity in the community
- Through our construction projects, contractors have made financial and in-kind contributions to local charities, schools and community groups
- In 2025, we organised the first ARC Oxford Volunteer Day for campus members to help transform Blackbird Leys Adventure Playground into a welcoming haven for local children
- We run Macmillan Coffee Morning events, raising money to support those living with cancer
- In 2025, Harwell Campus welcomed Oxfordshire Mind Mental Elf festive fun run, an event for all abilities and ages focused on bringing people together to raise awareness of mental health and wellbeing

The Didcot Powerhouse Fund tackles inequality and deprivation in Greater Didcot and the surrounding villages. Since its launch, Powerhouse, which is a donor advised fund, has raised over £300,000 for the Didcot community and each year it directs grant funding to different community organisations which are working hand to improve local lives.

“We have been so grateful for the donations from ARC. Your unrestricted funding has allowed us to use it where there was a shortfall from budgeted expenditure. Your money has helped us continue to feed the children after school each day and provide fresh fruit for healthy growth.”

Blackbird Leys Adventure Playground



Mental Elf

Festive Fun Run



SUPPORTING GOOD CAUSES

Invest in communities

At ARC, it's important that we invest in the communities that we are proud to be part of. That's why we are providing in-kind space to the charity Oxfordshire Youth so that they can launch their flagship Oxford Centre for Youth Innovation. Since June 2023, the centre has delivered over 12,800 youth work hours, supported 511 young people through skills development programmes, and provided food to 131 young people facing food insecurity.

- The local community surrounding the Oxford campus is in the top 20 percent of most deprived wards in the UK, and with 36 percent of children living in poverty we were eager to find ways to help
- By converting vacant buildings on ARC Oxford, Oxfordshire Youth can create dedicated space for face-to-face interaction with young people, provide space for the charity to deliver its leadership programmes, and help young people develop essential skills to survive and thrive
- In 2023, we also sponsored five young people to complete their Physical Literacy Qualification
- In 2024, we channelled donations from our meeting room bookings towards the charity

to further support their crucial work, and, through our Christmas Give a Gift campaign, we brought joy to 110 vulnerable young adults

- And from 2025, we're proud to be part of the founding [Business Guardians](#), cementing our commitment to support youth-focused innovation, and further leverage investment into the youth sector in Oxfordshire



“The gift of this building has been transformational. It has enabled Oxfordshire Youth to create a permanent home for our work with young people, helping them develop the skills and confidence they need to thrive. ARC Oxford’s generosity has created a legacy that will benefit generations to come.”

Jodie Lloyd-Jones, CEO, Oxfordshire Youth



SUPPORTING GOOD CAUSES

Invest in communities

In 2025, ARC organised its first ARC Oxford Volunteer Day for campus members to support Blackbird Leys Adventure Playground (BLAP), a vital community hub in one of Oxford's most deprived areas, by transforming a neglected outdoor space into a safe, vibrant kitchen garden for local children.

This event, attended by 20 volunteers from Penningtons Manches Cooper, Freeths LLP, and Perspectum, ARC Oxford was made possible by ARC Oxford business partner IPM Facilities Limited and the generosity of their suppliers.



BLAP provides a safe space, free meals during holidays and after school, and a lifeline for many local families.

“We’re incredibly proud of what we achieved together: a space that encourages biodiversity, learning, and a love of growing food - and a reminder of the power of community action.”

Jodie McNamara, ARC Oxford
Community Manager





SUPPORTING GOOD CAUSES

Invest in communities

We launched our volunteering policy in 2023, offering two days of paid volunteer leave to our employees.

- In 2023, ARC employees volunteered for a day with the Conservation Volunteers and Wild Wantage
- In 2024, staff volunteered at SOFEA in Didcot, also making a financial donation, and with Wild Wantage, planting a hedge to enhance biodiversity at a local park
- In 2025, we volunteered at the Oxford City Farm



The Conservation Volunteers (TCV) is a charity bringing people together to create, improve and care for green spaces.

SOFEA is a charity providing education, employability and wellbeing programmes for vulnerable young people while tackling food insecurity and reducing food waste.

Wild Wantage is a project launched by Sustainable Wantage Community Action Group to improve local biodiversity and transform green spaces through volunteer action.

Oxford City Farm is a community led charity growing food in the heart of East Oxford providing valued opportunities for people of all ages and backgrounds





SUPPORTING GOOD CAUSES

Materials re-use

In 2024, ARC took another step towards circularity by partnering with Collecteco to reuse redundant building materials from the Lumen refurbishment project on Harwell Campus and the demolition of the Nash Court buildings on ARC Oxford.

- As a result, 17 not-for-profit good causes were donating the equivalent of £133,512 of materials for reuse, diverting 13,185kg of valuable resources from disposal while creating social value
- And our contractor Glencar also donated site office furniture worth £3,375 for reuse by the local Chilton primary school

ARC and its contractors are partnering with Oxford Wood Recycling to maximise the reuse and recycling of timber waste whilst creating social value.

- In 2023, in collaboration with European Space Agency (ESA), we commissioned the 'SpaceScapes' boardwalk constructed using approx. 2,000 reclaimed pallet planks
- In 2024, over 35 tonnes of timber was collected from our construction sites and our contractor Glencar took this collaboration one step further by ordering upcycled planters made using some of their waste construction timber
- Oxford Wood Recycling local social enterprise and charity transforming lives by supporting people excluded from work to move towards and into employment



KEY RESULTS



£133,512
Value Donated To The Community

17
Good Causes Supported

13,185kg
CO2e Avoided

16,673kg
Diverted From Landfill



CHAMPIONING HEALTH AND WELLBEING



CHAMPIONING HEALTH AND WELLBEING

Fostering a vibrant & inclusive community

At ARC, we're dedicated to building a strong, connected and thriving community where every member can flourish and feels welcome.

Through our diverse array of events and initiatives, we aim to foster connections, stimulate intellectual growth, self-development and professional development, promote social cohesion and a sense of belonging, prioritise well-being, and ensure easy access to enriching experiences for all.

Connections

We create opportunities for people to connect through monthly networking events for specific groups including the younger generation and the neurodiverse community, as well as themed gatherings designed to share knowledge and skills. In 2024, we launched the 29X Challenge to support long-term habit changes and kicked off a brand-new Book Club.

Thought Leadership

We host stimulating talks, masterclasses, and conferences covering a range of topics curated for our members.

Some highlights included:

- Introduction to Neurodiversity with Professor Sara Rankin
- The Science of Green with Adam Frost
- The Science of Sleep with Dr Sophie Bostock
- The Science of Happier Living by Vanessa King (Action for Happiness)
- Fostering Inclusivity in the Workplace with Dr Chris Paurous
- Know Your Neuro by James Cracknell OBE
- Neuro-Diversity Culture and Communications by Lexxic
- Making Positive and Lasting Behaviour Changes by Shahroo Izadi
- A stress management session by coach and founder of Stress Education Dr Bernadette Dancy



Health and Wellbeing

We make the well-being of our members a priority with regular fit classes such as lunchtime yoga and Pilates and a series of dedicated well-being sessions like Going Baths, whilst providing access to various sports clubs.

Social

From our annual Harfest festival to summer BBQs to our Cup Challenge, we create moments for people to have fun, connect, and build a sense of community, fostering friendly competition and camaraderie.



CHAMPIONING HEALTH AND WELLBEING

Responsible workplace

ARC Oxford was recognised at the OxProp Awards 2025 as Best Responsible Employer of the Year for its continuous efforts in:

- Investing in local communities,
- Supporting Education, and STEM learning,
- Demonstrating Sustainability Leadership
- Engaging on Biodiversity and Connection with Nature
- Promote Health & Wellbeing
- Champion Diversity & Inclusion

Central to this commitment to Social Value is ARC Oxford's long-term partnership with Oxfordshire Youth. In 2023, the campus gifted a building to the charity to create the Oxford Centre for Youth Innovation, the first of its kind in the region. Since opening, the centre has delivered over 12,800 hours of youth work, supported 511 young people, and provided food and essentials to more than 130 individuals. In 2025, ARC Oxford went further, becoming a founding



member of Oxfordshire Youth's Business Guardians Programme, committing multi-year funding and hands-on leadership. This is further cemented by ARC becoming a Signatory of the Oxfordshire Inclusive Economy Partnership (OEIP) Charter, regularly offering work experience opportunities to young people.

Demonstrating its focus on sustainability, ARC Oxford became a member of the Zero Carbon Oxford Partnership in 2024, having actively supported a UKRI-funded Industrial Decarbonisation project. As part of The Ascent construction project, ARC Oxford also initiated a Circularity & Social Value initiative in partnership with Collecteco, donating 8.8 tonnes of furniture, materials and equipment from the demolition of buildings on ARC Oxford to not-for-profit good causes (worth £36,680).

The campus dedication to health & wellbeing is at the heart of its offer and is championed by ARC Oxford's Community Manager Jodie McNamara who is responsible for curating over 150 events and activities every year for the 3000 members at ARC Oxford. With free fitness classes, borrow a bike scheme, wellbeing clinics, and member social events, no day is ever the same for Jodie and her team, "We aim to create an inclusive, engaged community that adds true value to everyone who joins us. It's not your average workplace – and that's why our members love it".

Click [here](#) to learn more about ARC Oxford's award



CHAMPIONING HEALTH AND WELLBEING

Supporting emotional wellbeing in construction

In 2024 and 2025, we hosted a Construction Workforce Mental Health Event 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
- A team of Lighthouse staff came to site to deliver a presentation to the frontline trades to let them know about the free crucial support services this charity can provide
- Over 160 construction staff attended the sessions sponsored by the Contractors delivering our new developments
- We also partnered with Oxfordshire Mind for a community breakfast as part of Mental Health Awareness Week





CHAMPIONING HEALTH AND WELLBEING

Inclusive labs space

In 2024, we partnered with HOK architecture and the University of the West of Scotland to launch a groundbreaking study into creating inclusive scientific spaces for the neurodiverse community:

The study found that spaces designed to foster technological and scientific innovation are inadvertently stifling the potential of the brilliant minds working within them by not addressing the sensory processing needs of the occupants. It highlighted how neurodivergent individuals are particularly sensitive to auditory, visual, and tactile elements, exposing that many existing laboratories are not designed to address these needs holistically.

Read the report [here](#)



“At ARC, we understand the importance of creating spaces that support our members in solving the world’s greatest challenges. Until now the industry has failed to address the needs and experiences of neurodiverse individuals, prioritising sterile, modern looks and open-plan co-working spaces without areas to decompress. We’re committed to changing this by designing inclusive scientific spaces that enable our members to deliver life-changing science.”

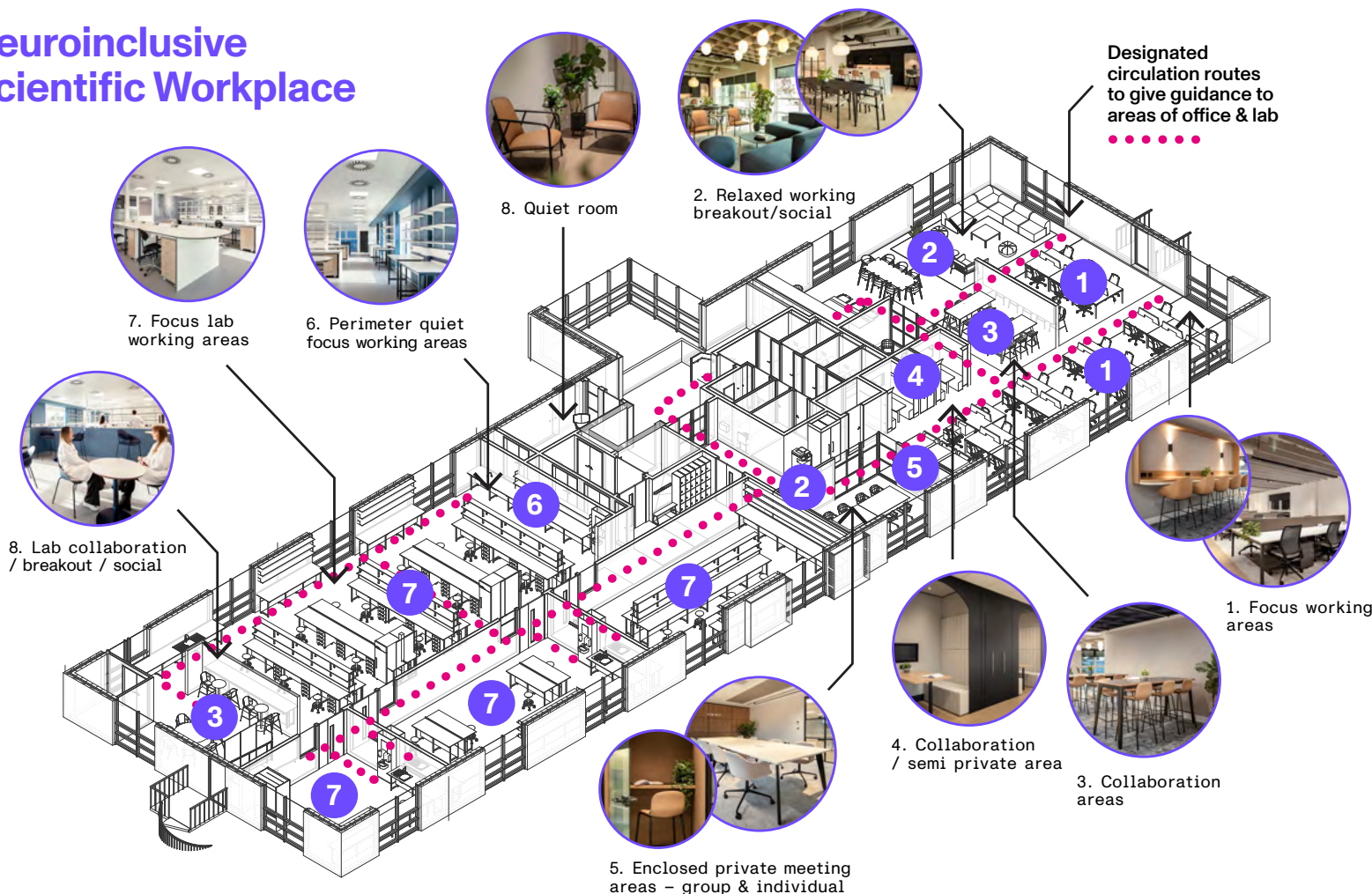
Jenny Gardner, ARC’s Development Director



CHAMPIONING HEALTH AND WELLBEING

Inclusive labs space

Neuroinclusive Scientific Workplace



Lumen House is an extensive refurbishment project completed in 2025, 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.

CURATING PUBLIC ART



PUBLIC ART

Feeding the soul

In 2022, we delivered two art projects and initiated a new one.

- EcoSculpture – creating habitats for insects in a creative art form
- **Spacescapes** – 8 monoliths with amazing photography and informative details about our solar system





PUBLIC ART

Feeding the soul

In 2023, we completed our Heritage Trail, commemorating Harwell's 75th anniversary, and carried on inspiring our Members through art:

- 45ft mural, designed by Marianne Dear, and brought to life by Global Street Art



Click [here](#) to view The Harwell Heritage Trail





PUBLIC ART

Feeding the soul

In 2024, we installed public art inspired by science and nature:

Click [here](#) to learn more about the Art of Science

Art benches located with the landscape showcasing the connections between biodiversity and science.



LIFE* by Jacques Rival blends the world of art, nanoscience and light.





PUBLIC ART

Paying tribute

In 2025, on the eve of the 81st anniversary of D-Day, Harwell Science and Innovation Campus 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

Royal Geographic Earth Photo 2025 competition winners were put on display in the Quad of Harwell Campus.

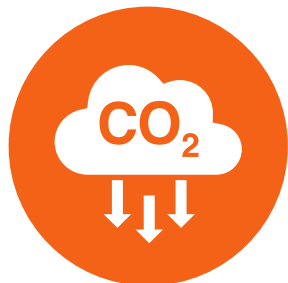
Established in 2018, Earth Photo is a world-leading international programme dedicated to engaging with still and moving image makers working across multiple genres sharing the prescient issues affecting the climate and life on our planet.

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



FOSTERING CLIMATE ACTION



FOSTERING CLIMATE ACTION

Race to Zero

ARC is proud to be working with Planet Mark since 2023 to measure our carbon footprint across all scopes of emissions, achieving annual Business Certification.

Click [here](#) to see the certificate



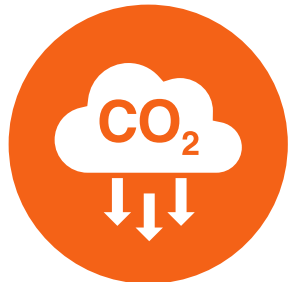
PlanetMark

RACE TO ZERO

Measuring ARC carbon emissions annually across the whole value chain and setting science-based reduction targets have allowed us to join the United Nations Race to Zero campaign in 2025, pledging to halve emissions by 2030 and reach net zero by 2050.



In 2024, ARC Oxford became a member of the Zero Carbon Oxford Partnership by actively supporting a 14-months UKRI-funded Industrial Decarbonisation research project through expert input from ARC Associate Director of Sustainability.



FOSTERING CLIMATE ACTION

Collaboration & Innovation towards Net Zero

In 2022 we co-organised OX to ZERO, a summit bringing together leading climate innovators and, since 2024 we host The HEAT Festival with Voyagers.io

In 2024, 500 people from across the world attended to find solutions to the climate crisis and work towards a sustainable future. The HEAT Festival spotlighted cutting-edge technology and fresh ideas from global innovators. Funders, founders and the best minds in science, engineering, and creative expression came together for meaningful conversations and collaborations.

Click [here](#) to see the OX to ZERO 2022 | The key takeaways

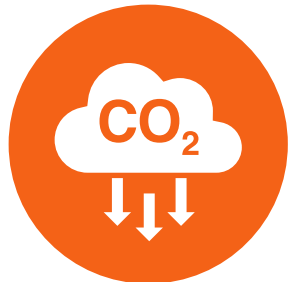
Click [here](#) to watch the OX to ZERO video

Click [here](#) to learn more about The HEAT



THE HEAT





FOSTERING CLIMATE ACTION

Sustainable Season Series

Since 2022, we organise a series of annual events aimed at promoting a more sustainable campus life:

Some highlights included:

- 'Nature Positive' and 'Better Tomorrow' Community Breakfasts
- '10 Steps to Net Zero' Workshop facilitated by OxLEP | Oxfordshire Local Enterprise Partnership
- Sustainable Campus Ambassadors Workshop, facilitated by Oxfordshire Greentech & Cambridge Cleantech
- UN Sustainable Development Goals (SDGs) Game, facilitated by The Global Academy
- Guided Nature Walks through our Campuses' landscape
- 'Meet the Bees' sessions with our beekeepers
- Cycle to Work events

In 2024, we went one step further by offering a 3-week Climate Habits programme to help individuals on Campus who want to do more about climate change getting started, building new habits and having a greater impact over time.



CONNECTING PEOPLE WITH NATURE



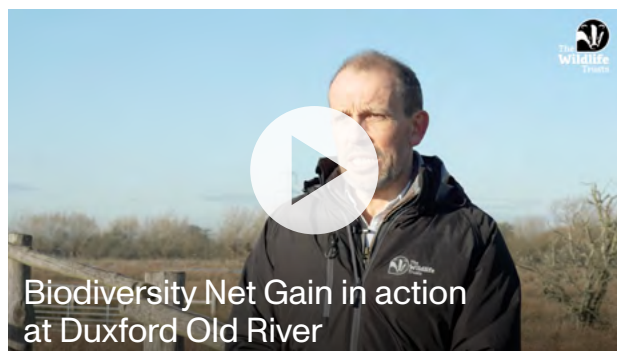
CONNECTING PEOPLE WITH NATURE

Championing nature recovery

ARC is a passionate advocate for a Nature Positive built environment, demonstrated by:

- Hosting a Berkshire, Buckinghamshire & Oxfordshire Wildlife Trust (BBOWT) 'Investors in Wildlife' Networking Event as well as a Nature Positive Community Breakfast with Wild Oxfordshire and Trust for Oxfordshire Environment
- Offering Nature Walk & Talk events facilitated by our landscaping partner and organising 'Meet the Bees' sessions including honey extraction workshops with our beekeepers across Harwell, ARC Oxford and ARC Uxbridge, open to both members and local primary schools
- In 2023, ARC Oxford honey jars' label was designed by a local pupil as part of a drawing competition
- Engaging with Adam Frost to offer a Talk on the Science of Green and releasing a video on social media about the unique sense of connection with nature that makes Harwell Campus' rich landscape so special
- Showcasing the award-winning woodland habitat improvement project as a [Case Study with Wild Oxfordshire](#)

- Providing a developers' experience on delivering Biodiversity Net Gain with local nature conversation bodies – see links to videos below:



Investors in Wildlife





CONNECTING PEOPLE WITH NATURE

Award-winning landscape

In 2023, our Woodland Habitat Improvement Project (WHIP), designed by Adam Frost and delivered by Nurture Landscapes, received multiple accolades:

- BIG Biodiversity Challenge Awards – Habitat Creation: Project of the Year Award (Small scale biodiversity enhancement)
- The International Green Apple Awards for Environmental Best Practice - Gold Winner





CONNECTING PEOPLE WITH NATURE

The Hides

In 2022, we built The Hides to offer a place of rest and reflection to Campus users, as well as a unique setting for meetings and social gathering, connecting People with Nature.





CONNECTING PEOPLE WITH NATURE

Pico Park

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

The 1.5-acre park is a generous open space designed to either sit quietly for a moment of reflection or to meet with colleagues in connection with nature.





CONNECTING PEOPLE WITH NATURE

Nature and landscape photography workshops

Alongside the Royal Geographic Earth Photo exhibition, Harwell 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.



ENABLING SUSTAINABLE AND ACTIVE TRAVEL



ENABLING SUSTAINABLE AND ACTIVE TRAVEL

Cycling

ARC is encouraging active travel with a focus on enabling good quality cycling routes and providing best-in-class end-of-journey facilities i.e. secure bicycle parking and changing rooms with showers, lockers & driers.

- Regular free bike servicing and Cycle to Work events
- 30x bikes (including e-bikes and fold-able Brompton bikes) available for free rental
- In 2024, Harwell facilitated a day of cycling the routes to/from the Campus with Oxfordshire County Council, HarBUG (Harwell Bicycle User Group) and WAGAT (Wantage And Grove Active Travel) to identify improvement opportunities





ENABLING SUSTAINABLE AND ACTIVE TRAVEL

Active Travel Hub

In 2023, we build our state-of-the-art Travel Hub integrated within our new multi-storey car park on Harwell Campus and in 2025, we completed our flagship Refinery re-development, providing best-in-class end-of-journey cycling facilities.

Runway Car Park

- 1 47m2 photovoltaic array with a 9.7kWp capacity
- 2 18x EV charging stations
- 3 11x accessible parking spaces
- 4 Sustainable rainwater management
- 5 Travel Hub
 - Live bus information display
 - Showers, sinks & WCs
 - 97 bike parking spaces
 - Bike maintenance & repair stand
 - Changing room benches
 - Water refill station
 - Storage lockers





ENABLING SUSTAINABLE AND ACTIVE TRAVEL

Bus travel

ARC is focused on engaging with bus companies and local authorities to provide and/or maintain frequent and reliable bus services to its campuses, including connections with nearby rail hubs:

- Contributing to enhanced public bus services to/from Harwell Campus to provide more direct and more frequent trips and reduce barriers to adoption
- In 2023, Harwell increased its bus discount to Campus employees from 20% to 25%
- In 2024, Harwell launched a new bus route connecting Harwell Campus to Newbury, paving the way to a service every 15min to/from Didcot Parkway railway station
- In 2024, 190,000 trips were made to/from Harwell in 2024 (145,000 in 2023 = +30% increase)
- Offering a direct shuttle bus between ARC Uxbridge and the nearest tube station to enable door-to-door journey by public transport through the greater London public transport network
- Connecting ARC Oxford with key hospitals and research hubs in the city through the new 600 route

Read the Oxford Mail article about the new bus route [here](#)





ENABLING SUSTAINABLE AND ACTIVE TRAVEL

Cowley Branch Line

In 2025, ARC Oxford welcomed the announcement of £120 million government funding to reopen the Cowley Branch Line to passenger services.

As a founding member of the [Campaign for Cowley Branch Line](#), ARC has passionately championed this project which will boost public transport connectivity to East Oxford, including ARC Oxford. The new station will transform travel and collaboration for our members, promoting sustainable commuting and supercharging growth across Oxford's science & innovation ecosystem.





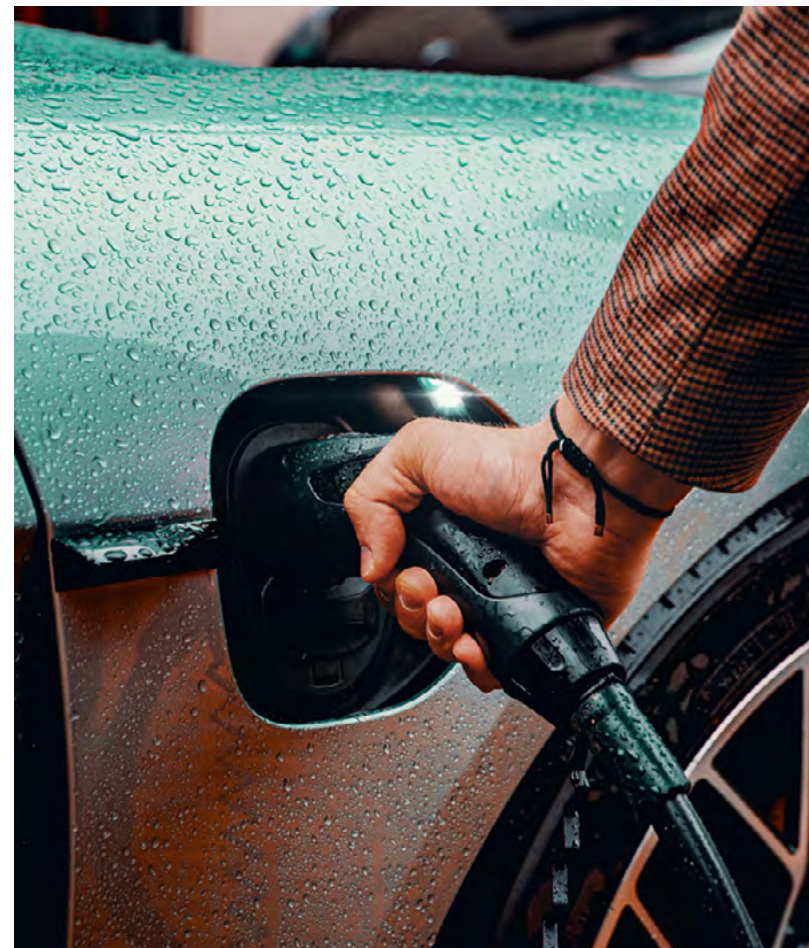
ENABLING SUSTAINABLE AND ACTIVE TRAVEL

Modal shift

When active travel and public transport options are not suitable or practical, Harwell provides a Liftshare platform to facilitate car sharing, building a community now including over 1,000 members. Moreover, ARC is installing more charging points across its campuses to cater for the growing number of EV drivers.

Harwell also provides access to a personal travel plan platform powered by Mobilityways to support travel decision-making. With an average travel distance of 15 miles, most campus users have access to a low emission alternative to single-occupancy car journeys.

In 2024, Harwell was announced as Green Transport winner at the Oxford Climate Awards for its efforts to promote more sustainable commuting.



ARC.