

Business Facts

Who owns Hubworks? What's the history?

Teesside based Mandale Group operate Hubworks. Trusted by thousands of previous customers since 1986, Mandale Group is a multi-award-winning residential and commercial property developer, with a difference - they design, build AND operate their properties (not many developers do that!)

Mandale Group find land, complete due diligence, comply to ESG, BNG and British build requirements, then construct to award winning standards, let properties as direct landlords, and consider selling developments to investors.

Since 2020, Mandale Group has been developing, building, operating and improving contemporary new-build micro-industrial business units, now called Hubworks.

Why? What problem is Hubworks solving?

The 2020 pandemic changed traditional business models – people started to buy, sell and work differently. This triggered demand for a contemporary, just out of town office space, with the added bonus of a warehouse to fulfil their customer orders, store kit and give customers easy to access free parking. So that's what Hubworks includes – an office and warehouse space, all together in one place. Then net zero targets came along. And now everyone has to evidence and improve their sustainability activities – that's why we incorporate lots of sustainable features in Hubworks.

Business Needs: Today's SME business founders looking for their new HQ, and national company leaders looking for a regional presence, need to be flexible, evidence business sustainability and have the facilities to quickly adapt to customer's changing demands.

Customers say that they need to:

- Get access convenient and cheaper parking / delivery areas
- Evidence green transition sustainability for ESG, bids and tenders
- Expand regional business delivery
- Have a clean, safe, secure and contemporary place
- Have combined office and warehouse / showroom / studio facilities
- Improve customer experience
- Look professional & prestigious
- Save money

Industry Problems: Hubworks is disrupting the UK commercial property market, by filling the new-build business unit supply shortage GAP problem, with premium build, contemporary and sustainable, multi-functional next-gen. workspaces, because:

1. The UK retail property market is economically challenged.
2. The UK office property market has imploded due to hybrid working trends.
3. Business delivery needs are changing due to e-commerce, logistics, sustainability and cost efficiency demands
4. Consumer behaviour is shifting, driving the need for flexibility.
5. Old property stock. ESG and sustainability business needs are now in higher demand – old business unit stock is unsustainable. There's a shortage in supply of contemporary small business units – focused on the green transition. Other light industrials are either too large for small businesses, dilapidated, unsustainable, cold or outdated

What types of businesses are located in Hubworks ?

Regional B2b and B2c SME entrepreneurs along with some of the UK's biggest national brands, including national Tier 1 engineering consultancies and more. Occupiers tend to be expanding companies that need both improved image and infrastructure - from fitters, contractors and e-commerce businesses, through to professional service providers, manufacturers and product or services distributors.

Where are the UK Hubworks business parks?

Always located near strong transport links, Hubworks are well located assets, just out of town for easy access attracting strong rental demands.

The previous 12 (fully let) UK-wide Hubworks developments (x220 units) are located across northeast and northwest of England, with current and future (to let) Hubworks developments including x96 units across Durham, Newcastle, Gateshead, Sheffield, Castleford and Leeds.

What makes Hubworks unique?

A mix of premium two-storey office AND warehouse space all together in one place. Ready for you to use - however it best suits your business!

Think attractive, sustainable and insulated semi-detached house - all brick, with a tiled roof and EPC A rated. A new build out-of-town design concept of 2 floors, 2 doors (electric roller shutter & separate visitor entrance) under one (solar panelled) roof - instead of cold and outdated metal boxes or stuffy, tired, unsustainable offices with restricted spaces and pricey parking.

Hubworks is developer led placemaking to facilitate business growth or regional expansion, enabling local area job creation and support sustainability for small businesses. Easy access locations with FREE parking and FREE professional signage also make it desirable for growing enterprises

Why do you call Hubworks 'a rare find'?

Taken directly from customer feedback -this is how many current tenants describe their Hubworks - saying that the combination of brand-new warehouse and office (with electric roller shutter door - people LOVE this!), premium build quality, contemporary look and green features are difficult to find and when they do find them, they're quickly snapped up. There are only a few built in any one location (apx 10 to 20).

How can you claim that you're one of the first and largest?

Hubworks is one of the UK's first and largest next gen. small business workspace design, build, and in-house operators Hubworks is brought to you by Mandale Group, who is emerging as a market leader in the UK next gen workspace for small businesses, by being the first to build over 220 hybrid, micro-industrial business units (now called Hubworks) since 2020 across England. Others charge you to build an office or mezzanine within the warehouse area- not Hubworks, as it's already done for you - ready to move in (no cold metal mezzanine just warm separate offices).

No one has yet matched the same design, size, volume and location. Others copy, but no other developer delivers the same type of contemporary micro-industrial business units - matching the same layout and built to high quality ALL BRICK & sustainable specifications, footprint size and build volume, across the same locations.

Hubworks facts:

- Over 220 Hubwork units built
- since 2020, across
- 12 UK sites. with
- 88% occupancy. Plus.....
- 96 new Hubwork business units planned over
- 6 sites across
- England and Scotland

What is next-gen workspace?

It's a redefinition of the many terms to describe the hybrid or micro-industrial workspace market, along with filling the new-build, small business unit supply shortage GAP with sustainable and multi-functional business unit stock.

The way people buy and sell changes constantly, but retail and warehouse units have stayed the same? Not anymore - thanks to Hubworks next-gen workspace

There's some terminology confusion over industry standard name - we call it Hubworks next-gen. workspace - a premium two-storey mix of office AND warehouse space. All together in one place for logistics, storage, manufacturing and operational fulfilment. Others call them:

- Bespoke customisable business units
- Hybrids
- Industrial Warehouses Workspaces and Commercial Spaces
- Multi let industrial properties
- Nano Units
- Nursery Industrial units

Will there be more Hubworks built in my area soon?

Unlikely. Once a Hubworks development is complete in an area, it's normally an exclusive opportunity, so a different location is chosen. This is to make sure that we don't create competition to the currently completed Hubworks development

Making a Decision

Is a new Hubwork business unit for you?
Some facts to help you make an informed decision.

What is a commercial lease? A general definition:

A commercial lease is a legal agreement between a landlord and a business tenant allowing the business to use a property (office, warehouse, industrial unit, etc.) for a set period in exchange for rent.

Leases often include:

- Lease term (e.g., 3–10 years)
- Rent amount and payment schedule
- Responsibilities for repairs and maintenance
- Rights to renew or terminate the lease

Commercial leases usually range from:

- 3–5 years (short-term flexible leases)
- 5–10 years (standard leases)
- 10+ years for large warehouses or industrial units
- Some leases include break clauses, allowing the tenant to end the lease early.

How long can I lease a Hubworks for?

Between 3 to 10 years, to help you develop strong business presence continuity, and allow your company to become well established in the area. Timeframes and break clauses can be negotiated with your Hubworks Estates Director.

What can I do with a Hubworks unit?

What can we not do in it? Tell us and we'll assess whether it's feasible. We'll give you a yes or no after consulting with our engineering experts. Decisions are made subject to local authority planning approvals guidelines. Anything illegal is not acceptable. Planning clauses can change and presently Hubworks restrictions include: No noisy or untidy activities which will disturb neighbours and affect the professional ambience of a Hubworks business park. No large equipment or multiple cars can be stored outside for long periods of time.

Can I split it and ONLY have the offices or warehouse?

No

Is the parking really free?

Yes. To give equality to all occupiers, you have a daily first arrived on site basis for all parking bays - no allocation and no charge. Loading and unloading outside roller shutters is allowed, with the height perfect to fit a 3m high Luton van. Restrictions being no long-term external skip storage, long term vehicle or large equipment storage outside, plus adherence to double yellow line rules.

Is the professional signage really free?

Yes. Standard signage is absolutely free of charge. You provide your logo and brand colours then we'll produce and fit it for you. Any special design requests or 2nd large amends can be quoted for. This is the only signage permitted on your external walls - to keep the Hubworks business park looking smart and tidy for all occupiers

What's the rental cost?

Variable dependent upon site location. Check brochure for more information

Is the rent negotiable?

Prices are published in the official brochure. Promotional incentives may sometimes be available. Check with your Hubworks Estates Director

What are my structural responsibilities?

Repairs and maintenance - fixing of facilities. Once your Hubworks is handed over to you - it's up to you to look after your own property. Your 3rd party management company can help you with structural fixes.

When could I move in?

As soon as your lease is signed and your deposit / rent is paid.

Sustainability stuff. What is it and how can it help me?

To help you save money in energy costs and storage. To be used in your bids and tenders. To do your bit for the environment – towards a greener future (plus sustainability policy evidence). Hubworks business unit sustainability assurances include:

- British built to UK new build regulations
- Cycle store (lockable)
- Environmentally compliant to BNG (biodiversity net gain) and ESG (environmental, social and governance) requirements
- EPC A rated.
- EV car charging
- Insulated for warmth / keeping cool & sound proofing
- LED lighting for reduced costs
- Plant room with 3-phase electric, facilities metering
- Rainwater tank storage (for drain water back up).
- Renewable electricity. 1kWh rooftop solar panels, to reduce your electricity costs
- Thermostatic heaters for reduced costs.

These facts can help you to evidence environmental advancements and support your ESG (Environmental, Social, and Governance) framework. Energy efficiencies can help you to save on your operational costs.

Each Hubworks business unit has a 10-year insurance backed (build defect) structural warranty. Hubworks green transition, sustainability is evidenced by:

- 750+rooftop solar panels installed
- Biodiversity net gain (BNG) – ecological surveys completed, viability assessed and rectified.
- British Built. Made in England. Green Transition, sustainable energy efficiencies for ESG evidence, cost savings & other technologies designed to reduce emissions
- Committed over £500,000 to BNG compliance and ecological standards.
- EPC A ratings
- ESG Compliances in build design (futureproofed assets for emissions reduction, water use, biodiversity net gain (BNG) and energy efficiencies)
- UK Building regulations compliant – with new build warranties

Security – what do you provide?

Overseen by your 3rd party management company you have: CCTV, security monitoring, perimeter fencing, safety coded lockable gates or app driven sliding security gates. All site management contact details, security codes, manuals and certificates are provided to you on a USB memory stick.

Design specifications and fit-out physical changes – can I make them?

Landlord consent is required. You can provide your technical spec requirements and it will be considered against engineering restrictions, planning and build regulations. Any structural alterations, change of use or additions can be discussed with the Estates Director.

What if I have to cut my lease short in the future?

There's a review period, and a break clause can be agreed during your lease negotiations

Do I need a solicitor to process my tenancy contract?

No. You can chose to contract to your own legal advice, but rest assured that the terms of the lease have already been comprehensively developed by a Hubworks' solicitor.

Tenant Communications. Do you do anything to help all tenants to communicate with each other?

Yes, it's in development, and GDPR compliant. There's an exclusive log-in area on the Hubworks.uk website for all current tenants. Here all current occupants can list their services and promote exclusive promotions to other tenants across UK– to help you build a community, grow your business, and feel like you belong.

Extra costs – what are they?

The brochure provides you with the annual rental costs, buildings insurance and 3rd party management company service charges. These are just a few elements to any property rental commitment.

Businesses should also budget for:

Buildings Insurance.

There's an annual buildings insurance charge cost listed in the property brochure, and it does NOT cover you for your own personal property or liability – you should consider taking this separately for your own personal and property protection. The annual buildings insurance listed in the brochure, includes a contribution from you towards 'insured risks' annual property liability insurance. This is to help cover the physical structure of the Hubwork business unit – including risks against fire, flood and storm damage – along with ensuring that your monthly rent is paid whilst the property is being repaired. A policy is set up, and you have an obligation to contribute a 'fair proportion' to this through an annual cost – as listed in the brochure.

Business rates (local authority business council tax).

As with any UK commercial tenancy agreement, every business will always have to pay business property rates to the local council. Some previous tenants have not factored this into their costings in the past and they've guessed it was a part of the rent – this is NOT the case. It's best for you to learn from others! It's suggested that you do your own research beforehand to understand what your local council's additional business property charges will be – to make sure that you can afford it. In many cases, business rates can sometimes be about 30% of the rent depending on the property. This is payable direct to the local council.

Deposit One month's rent is required to secure your space and move in

Fit out works

If you need anything more than is in – it can be done. We'll provide you with a quotation. Examples being: Burglar alarm, separate internal office construction, double glazed double entrance doors etc.

General maintenance and repairs.

For example, roller shutter door and business unit contents servicing.

Legal fees – if you chose to appoint a solicitor

Service charge.

There's an annual service charge cost listed in the property brochure. This is for a dedicated 3rd party management company who oversees your Hubworks business unit, business park communal areas and facilities servicing. This includes:

- CCTV and security
- Keeping external spaces tidy and clean
- Maintenance
- Remedial Hubworks property structural fixes
- Snow clearance / gritting
- Utility suppliers. i.e. Internet, gas, electricity, water, refuse / bins. Your Hubwork is connected to all relevant utilities. We'll provide a change of responsibility date suitable for you from our suppliers, whilst you fulfil your responsibility to source and contract to your own preferred suppliers. We're happy to negotiate costs to offset against any of your possible out of pocket 3rd party incurred delays.

VAT (sometimes)