



Sustainability

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Our People

Our people are our business, and it is our belief that for them to commit to us, we must commit to them. As part of our core values, we believe that our staff should have suitable support both within and outside of our business operations.

Our commitment to our staff includes a comprehensive benefits package, flexible working, generous leave allowance, competitive salaries and continual training and development opportunities. We ensure that all staff are equipped with the right support to progress and excel in their respective fields, whilst ensuring that any additional needs are met.

Our Diversity and Inclusion Policy ensures that we are striving for equality in all areas of our business, and our Code of Conduct is adhered to by all our staff to ensure our business has an ethical environment in which all members of staff feel valued, heard and where the principles of the business are transparent to all.

Our Community

We understand that for anything to be truly sustainable, the community associated with any of the built environment needs to be considered, understood and included.

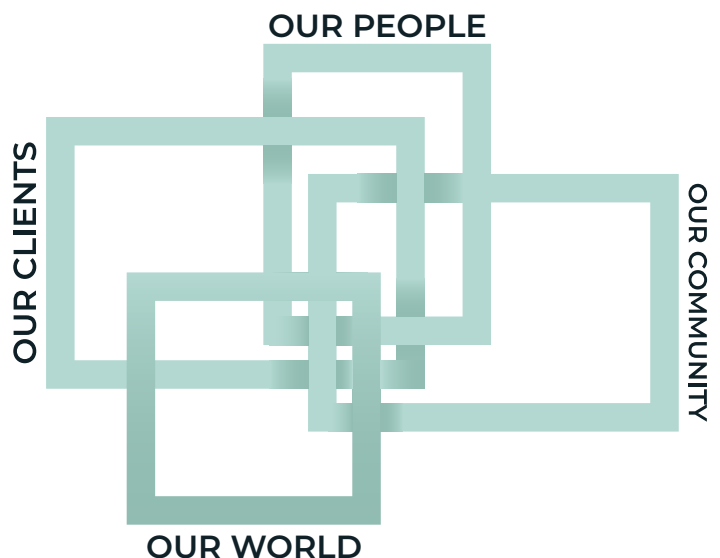
We believe in building a better world and trust that one we can contribute to this is by giving back to local communities. Through partnerships, initiatives and volunteering, we are committed to having a positive impact on the communities with which we interact.

Our World

Our world is our home, and we believe it needs to be cared for by all.

As a business, we recognise that our impacts on the environment arise from the management of our own facilities and employment practices, as well as how we operate and conduct business.

We understand that we have a responsibility not only for how we operate as a business, but for how our supply chain and consultants operate. We partner with our suppliers and consultants to understand what sustainability measures they have in place to ensure that they align with our own.



Our organisation brings strong sustainability credentials and structured practices that directly support our client's commitments to responsible, ethical and environmentally conscious delivery.

We are a fully **Carbon Neutral** business, maintaining an annually verified carbon footprint and offsetting residual emissions through accredited schemes. This ensures that our operations travel, office activity, procurement and digital systems are aligned with low-carbon principles, reducing the environmental impact associated with our role as Consultant.

We are also officially **B Corp Pending**, demonstrating our commitment to the highest social, ethical and environmental standards. Throughout the certification process we have implemented enhanced governance, sustainable procurement procedures, responsible supply-chain screening, and policies that support equality, wellbeing and community value.

Integrated Business Practice

Sustainability is embedded into every phase of our instruction—shaping how we plan, manage, design, procure, and deliver the programme. As an RICS-regulated firm, we follow recognised industry guidance for sustainable development, carbon management, and lifecycle optimisation.

Sustainable Project Initiation & Brief Development

- We begin by identifying the project's sustainability objectives, ensuring these are incorporated into the Project Execution Plan and key performance criteria.
- Early workshops and design reviews include sustainability benchmarks such as resource efficiency, carbon reduction, and lifecycle value.

Design Stage Sustainability Integration

- We coordinate the Professional Team to ensure designs optimise energy performance, fabric efficiency, and long-term durability while minimising waste.

- We promote sustainable materials, reuse opportunities, modern methods of construction, and circular-economy principles where appropriate.

Sustainable Procurement & Supply Chain Management

- Procurement strategies consider whole-life value, environmental impact, and supplier sustainability credentials.
- Contractors and suppliers are required to demonstrate compliance with best practice in waste management, environmental protection, and ethical sourcing.
- Sustainability criteria are included in tender evaluations and monitored throughout delivery.

Construction Stage Environmental Governance

- We ensure that contractors establish and maintain environmental management plans, aligned with the client policies and statutory requirements.
- Regular site inspections include checks on energy use, waste segregation, material sourcing, ecological protection, and pollution prevention.
- All environmental risks are integrated into the main project risk register with mitigation actions monitored through our project management platform.

Sustainable Handover, Operation & Legacy

- At completion, we ensure that operational guidance, maintenance information, and asset data support sustainable use of the building.
- Post-completion engagement helps monitor performance and ensure that any defects or adjustments continue to align with environmental goals.