

INTRODUCTION

This statement outlines our framework for operating as a responsible business and is supported by a suite of policies that put the principles underpinning the framework, into action across all services, operations and supply chains.

OUR CORPORATE RESPONSIBILITY FRAMEWORK

Our approach to responsible business is grounded in our core values – Quality, Ingenuity, Aspiration and Partnership and reinforces our strategic pillars reflecting our belief that how we do business is as important as what we deliver.

Our Responsible Business Framework is built on five guiding principles and shaped by an impact –led Social Value Theory of Change, anchored by clear strategic hypothesis that responsible, inclusive, transparent practices drive stronger outcomes for our people, clients and communities. This framework is also fully aligned with our ESG strategy, ensuring that environmental, social and governance priorities are embedded across our operations.

As a multidisciplinary consultancy operating in the built environment, we are committed to conducting ourselves with integrity, fairness, and accountability thus creating value for our clients, colleagues, communities where we deliver our services.

We are also proud to be a member of Business in the Community (BITC), The King's charity for responsible business, through which we align our commitments to national best practice on sustainability, diversity, employment, and community investment and impact.

OUR PRINCIPLES

Our responsible business approach is guided by 5 core principles:

Championing people and culture

We foster an inclusive, equitable, and supportive culture that enables our people to thrive. We invest in wellbeing, learning and leadership development at all levels, while promoting diversity, fair pay, and ethical employment throughout our operations.

Creating meaningful community impact

We deliver positive, place-based impact by investing in local communities, engaging stakeholders, and supporting initiatives that address inequality, opportunity and community cohesion. Our work contributes to long-term social and economic resilience.

Embedding responsibility across the value chain

We work with suppliers, partners and collaborators who share our values. We embed ethical procurement, labour standards, local economic inclusion and climate-conscious practices throughout our supply chain.

Acting with transparency and integrity

We operate with honesty, openness and accountability in all we do. We are clear about our goals, responsible in our decisions, and proactive in how we measure, report and share our impact. We have partnered with Loop to forecast, track and report on our sustainability outcomes. We are also members of the Institute for Social Value and hold the Level 1 Social Value Management Certification. We are aligned to British Standard 89050 and are working towards ISO 26000.

Driving continuous improvement

We believe responsible business is an ongoing commitment. We actively listen, learn and adapt using feedback, evidence and innovation to raise standards and maximise our impact over time. We have created a Responsible Business working group to frequently review best practice and utilise BITC's Responsible Business Tracker to monitor our progress against our agreed aspiration level.

POLICY FRAMEWORK

Our principles are supported by a suite of policies grouped under 5 strategic areas:

- Environmental Policies
 - Environmental Management System Policy
 - Carbon Reduction Plan PPN 06/21
- People Policies
 - Diversity and Inclusion Policies (Equal Opportunities and Dignity at Work)
 - Health, Safety and Wellbeing Policy
 - Volunteering Policy
 - Annual and Other Leave policy
 - Carer's leave Policy
 - Family Friendly Policies
 - Agile and Flexible Working Policies
- Governance and Ethics Policies
 - Anti-Bribery Policy
 - Modern Slavery and Human Trafficking Statement
- Supply Chain and Procurement Policies
 - Ethical Trading and Social Accountability Statement
- Social Value/ESG Policies
 - Social Value Act Statement
 - PPN 06/20 Policy Statement

REVIEW AND CONTINUOUS IMPROVEMENT

This statement is reviewed annually to reflect changes in legislation, client expectations, stakeholder expectations and emerging good practice. We are committed to continuous learning and raising standards.

We align our practices with key standards and frameworks, including but not limited to:

- The Equality Act 2010
- Gender Pay Gap Regs (2017)
- Modern Slavery Act 2015
- PPN 02/21
- PPN 002
- UN Global Compact
- UNSDGs

GOVERNANCE AND REPORTING

We recognise that effective governance is fundamental to responsible business performance, ethical conduct and long-term value creation. While we do not formally adopt a specific corporate governance code, our governance arrangements are informed by recognised responsible business and governance frameworks including the United Nations Global Compact, ISO 26000 Guidance on Social Responsibility, ISO 37000 Governance of Organisations, BS 8950 Social Value Management and the principles promoted by Business in the Community.

Oversight is provided through our Board, Senior Leadership Team and Responsible Business Working Group, ensuring accountability for business performance, risk management, stakeholder engagement and the delivery of our environmental, social and governance commitments. This framework is supported by robust policies, internal controls and transparent reporting arrangements which help maintain high standards of governance across our operations.

Our Head of Social Value, Lauren Bailey, is the accountable person for this statement. Responsibility for delivery sits with our Responsible Business Working Group, supported by functional leads across the Partnership.

This statement is approved by our Senior Partner, Adrian O'Hickey and reviewed annually by the Strategic Social Value Working Group to reflect changes in legislation, stakeholder expectations and emerging good practice.

As our responsible business programme continues to evolve, we will periodically review our governance arrangements against recognised best practice to ensure they remain effective, proportionate to the size and complexity of our business, and responsive to the changing expectations of our clients, employees and wider stakeholders.

We report progress through internal dashboards and publish highlights via our annual Social Value Impact Report and Carbon Reduction reporting.

We commit to delivering an ESG report in 2026.

Signed:



Position: Senior Partner

Date: 15th June 2026