

Environmental, social & governance policy statement

We are a socially responsible and ethical partnership that operates for the benefit of all. Our commitment to social responsibility is embedded into our business strategy and covers all our efforts to make a positive contribution to our people, our clients, our industry, the next generation, the communities in which we live and work and to the environment. As a practice that has 7 design centres across the UK and 1 in Poland, we recognise that we have an impact in all these areas and therefore appreciate that we also have a responsibility to do more and work with our people to achieve this.

We believe in Partnership in the way we do business by building lasting relationships with our clients, our people and the wider community.

We are committed to the following Environmental, Social & Governance (ESG) principles:

- + We will issue progress in an annual ESG report
- + The ongoing training and development of our employees is vital to our success and we will continue to invest in our people, whilst maintaining our IIP accreditation, including IIP in Health and Wellbeing
- + We want to make a positive difference to people's lives and are particularly passionate about giving young people an opportunity in engineering through our apprenticeship scheme
- + Each year we will continue to support individual charities that reflects our values through the proceeds of annual company charity events and employee initiatives
- + We will develop our volunteering scheme to promote help in the community
- + We are committed to full legal compliance in all that we do
- + We will continue to actively assess and manage the positive social impact of our operations
- + We will encourage dialogue to create positive, productive relationships with internal and external stakeholders, connecting people together in different departments, offices and externally for a common cause
- + We will continually monitor and evaluate what we do to improve our ESG performance.

Signed:  James Campbell – Managing Partner

Date: 2nd January 2026