

BDP Sustainability Policy

We aim to be the world's leading design practice, priding ourselves on our approach to sustainable design. We acknowledge our duty to protect and enhance the five capitals (natural, social, human, manufactured and financial) across all aspects of our operation. We are focused on implementing measures that result in continual performance improvement in accordance with the international standards of our quality, environmental and energy management systems.

We will realise this aim through the following commitments:

- Meeting our Science Based Targets through a timebound action plan to reduce Scope 1, 2 and 3 emissions, and increase the use of renewable energy
- Achieving annual carbon neutrality of our Scope 1 and 2 emissions
- Becoming a net zero carbon organisation by 2045
- Maintaining our Environmental and Energy Management Systems for our UK and Ireland studios, continually improving their effectiveness in accordance with the requirements of EN ISO 14001:2015 and EN ISO 50001:2018
- Developing and integrating minimum environmental performance standards for healthy materials, embodied carbon, operational carbon, and biodiversity net-gain for our projects
- Demonstrating the consideration of life cycle and whole-life impacts in our design proposals
- Implementing our Social Value strategy, ensuring our operations and projects maximise their social impact
- Setting a robust 'decision to bid' framework that considers the environmental and social track record of tendering organisations, and the impact and purpose of projects following completion
- Aligning our strategies and operations with the Ten Principles of the UN Global Compact
- Ensuring our operations contribute positively to the UN Sustainable Development Goals and our progress towards the goals are communicated publicly
- Complying with all legal and other requirements that relate to our environmental and social aspects and impacts
- Ensuring our studios communicate our sustainability ambitions to our landlords, clients, and guests through their design and operation
- Reviewing and revising targets annually against actual performance to deliver continual improvement in the areas of:
 - Waste
 - Water
 - Energy
 - Business travel
- Conducting annual energy audits to identify areas for improvement and developing an action plan for implementation
- Reducing material consumption through process optimisation and using eco-friendly or bio-based materials where practicable
- Internal sorting and disposal of waste according to waste streams, and reduction of waste through material reuse, recovery and repurpose
- Sharing progress towards targets internally with stakeholders
- Reporting performance publicly on an annual basis in line with a recognised framework
- Providing the necessary resources needed to establish, implement, and maintain this policy, including a management team focussed on its implementation

- Providing training to our staff to improve staff knowledge and awareness of climate action and sustainable development
- Reviewing this policy annually or when there are significant changes to the way we do business or to our studios
- Clearly communicating this policy with stakeholders and partners and our expectations of them.

This policy encompasses all undertakings by our BDP UK and International studios and complies with BS EN ISO 14001:2015 and BS EN ISO 50001:2018 standards. It is supported by the following existing policies:

- Quality Policy
- Responsible Procurement and Ethical Trading Policy
- Social Value Policy (UK)
- Equality, Diversity and Inclusion Policy
- Modern Slavery and Human Trafficking Global Policy
- Modern Slavery and Human Trafficking UK Policy Statement

Responsibility for the Policy

For the purposes of this policy, the Head of Sustainability will have primary responsibility for the regular review and update where appropriate. The responsibility for the appropriate and effective application of the policy across each studio is with the Studio Chair (UK) or Studio Leader (International).

This is BDP's Sustainability Policy and as Chief Executive I commit myself and the company to it.

Signed

Signed



Nick Fairham
Chief Executive
Date: 1 July 2025