



Sustainability

Environmental, Social & Governance Report 2023–2024

BDP.





Lucy Townsend
Head of Sustainability

This year, I am delighted to share BDP's first ESG report. For the past 11 years, we have been reporting on our environmental performance, expanding this to environmental and social impact following the launch of our Social Value Strategy in 2023. This reflects our aim to create value beyond profit, ensuring our business operations contribute positively to the environment and social causes, and to conduct ourselves responsibly.

We know that to be a responsible business, good governance must underpin everything we do. As a practice, we are committed to promoting transparency, ethical behaviour and accountability both within our own operations, and externally with our clients and strategic partners. Over the past 12 months, we have been working to define our E, S and G objectives and are pleased to share these as part of our recently launched ESG strategy.

This report reflects back on our FY 2023-24, highlighting our progress and performance against our strategy objectives. We are proud of the steps we have taken in working towards our environmental targets, and have seen our social impact grow both on our projects and with our staff and communities.

Each year, we will continue to publish an ESG report. In doing so, it will allow us to take steps to drive the operational and cultural changes needed to deliver measurable value.



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Environmental, Social & Governance Report 2023–2024

1 ESG Highlights

We're proud of the progress BDP has made on environmental, social and governance aspects over the 2023-24 financial year. Some of our highlights and key initiatives are:

- Launched our Climate and Social Action Design Framework as a strategic tool to guide our approach to regenerative design.
- Met our commitment to achieve carbon neutrality of scope 1 and 2 emissions through verified high-quality carbon offsets and natural habitat restoration.
- Achieved re-certification of the ISO 50001 standard, Energy Management Systems and achieved certification to ISO 45001 Occupational Health and Safety.
- Improved data collection for scope 3 emissions, including a commuting and homeworking survey, and third party verification by Carbon Footprint.
- Extended studio consumption monitoring across additional international studios.
- Implemented additional policies to support our people and our aim to foster an inclusive workplace; Flexible Public Holiday Policy, Fertility Treatment Policy, and Fostering Policy.
- Developed a bespoke mentoring programme for Black and minority ethnic employees.
- Launched mandatory EDI Data Capture to enhance EDI data collection and monitoring.
- Formed a Gender Equity Sounding Board, as part of our commitment to hiring an external gender equity consultant to help us close the gender equity gap.

Key Environmental Highlights In Numbers:



Reduced our **gas consumption** per capita by **9.4%** compared to our baseline year FY2019-20.



Reduced our **scope 1 emissions** per capita by **6.9%** compared to our baseline year FY2019-20.



Reduced our UK&I **electricity consumption** per capita by **22.8%** compared to our baseline year FY2019-20.



Reduced our **overall scope 3 emissions** by **68.5%** compared to our baseline year FY2019-20.



Reduced our **total non-electrical waste** by **11.3%** compared to our baseline year FY2019-20.



Reduced **UK&I water consumption** per capita by **19.4%** compared to our baseline year FY2019-20.



Environmental, Social & Governance Report 2023–2024

2 Introduction

Reporting Scope

BDP's ESG report encompasses our global operations. We produce this report to communicate the impacts of our business activities to all our stakeholders.

We include details of our environmental impact; the consumption of gas, electricity, water and waste across our 19 studios, alongside commuting and business travel, biodiversity, associated emissions, information on our ISO 14001 and 50001 certifications, and details of our regenerative design process. The data collected is reported with reference to ESG disclosure and reporting standards, and in comparison to previous years performance and our targets.

We monitor and report our social impact, centred around our four key themes: **Our People, Our Business, Our Projects and Our Communities.**

Our governance activities are also detailed; our ESG governance structure, board and leadership diversity, our ethics, supply chain management, compliance, and details of our risks and opportunities alongside relevant reporting frameworks.

This report marks our eleventh year of public reporting our environmental performance but is the first year structuring our wider impact under the ESG umbrella. The reporting period covers the financial year from July 2023 to June 2024 inclusive.

Integrated Design and Engineering Holdings Co., Ltd (ID&E)

In March 2016, BDP combined forces with Japan's leading engineering practice Nippon Koei. In 2023, we transferred into ownership by ID&E Holdings and joined the Group's Urban & Spatial Development Business to form an integrated design group of genuine international reach.

The Sustainability Promotion Office within ID&E's operations work closely with the sustainability team at BDP to ensure alignment across ESG initiatives and reporting. The ID&E reporting strategy includes the development of a sustainability report, which will be aligned to this ESG report. The ESG data reported by BDP will be collated by ID&E and will be published as part of their ESG reporting for the group.



Tomohiro Shibayama

General Manager, Sustainability Promotion Office

Integrated Design & Engineering Holdings Co., Ltd.

“ The Sustainability Promotion office at ID&E meet monthly with BDP's sustainability team to share insights and discuss ESG strategy. It has been great to learn about some of the best-practices BDP undertake in their sustainability activities and reporting, particularly around scope 1,2 and 3 emissions, and the data monitoring processes. We recognise the importance of alignment across the ID&E group and look forward to further collaboration with BDP. ”



Environmental, Social & Governance Report 2023–2024

3 About BDP

BDP.

Our Purpose

In 1961, Sir George Grenfell-Baines founded Building Design Partnership, a new kind of design practice which brought together the fragmented professions into a singular entity. Known today by the acronym BDP, Sir George's vision for collaboration is our foundation and has led to us becoming one of the most successful design practices in the world.

Choosing to work with BDP has always offered more than just financial benefits, with our socially progressive roots remaining as relevant today as they did at our inception. Through our designs and operations, we create places which have a positive impact on people and the planet, now and for future generations.

Climate change, biodiversity loss and social injustice are some of the key issues that must inform our future direction. These are urgent challenges for the global community and as architects, engineers and specialist designers working in the built environment, we have an important responsibility to address them.

Our Business Operations

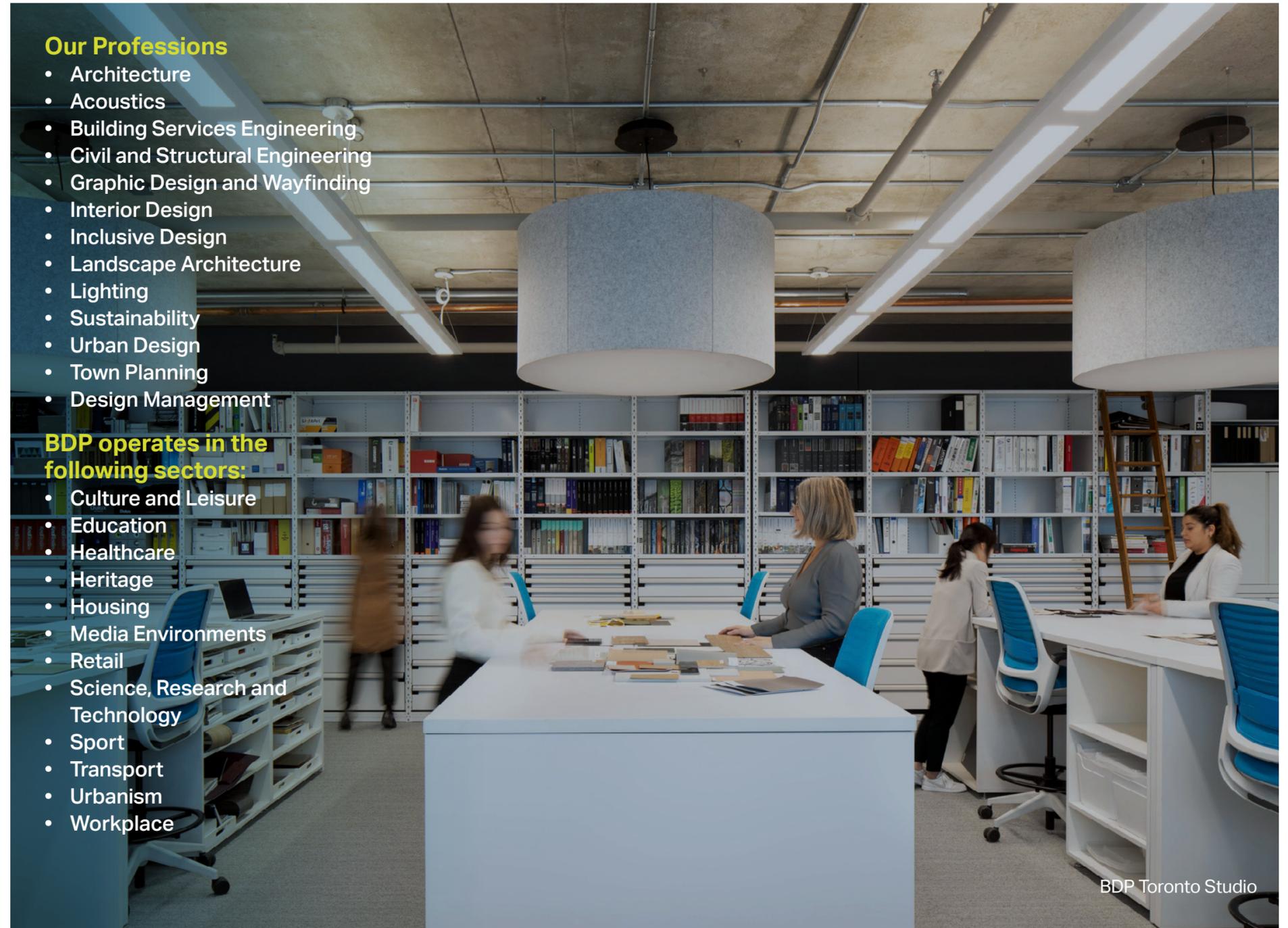
BDP is an international practice of around 1400 architects, engineers, designers and urbanists, operating from 19 Studios across ten countries. We design at every scale from city masterplans, neighbourhoods, parks, streets and buildings, to specialist, bespoke light and acoustic installations.

Our Professions

- Architecture
- Acoustics
- Building Services Engineering
- Civil and Structural Engineering
- Graphic Design and Wayfinding
- Interior Design
- Inclusive Design
- Landscape Architecture
- Lighting
- Sustainability
- Urban Design
- Town Planning
- Design Management

BDP operates in the following sectors:

- Culture and Leisure
- Education
- Healthcare
- Heritage
- Housing
- Media Environments
- Retail
- Science, Research and Technology
- Sport
- Transport
- Urbanism
- Workplace



BDP Toronto Studio



About BDP

Our Studios



Abu Dhabi

Our MENA studio is located in the centre of Abu Dhabi in the Al Khalidiyah district. The studio is on the 26th floor of Shining Towers (Harmony Towers), a mixed-use complex consisting of a 33-storey residential building and a 42-storey commercial building. The studio has a stunning view of the Abu Dhabi Corniche overlooking the Arabian Gulf.



Birmingham

Our Birmingham studio is located at 1 Edmund Gardens, a mixed use commercial building situated within the Colmore Row, a conservation area in the centre of the city.



Bristol

Our Bristol studio, built in 1964, is situated on Hill Street in the heart of this historic city. The studio space is located on the 2nd floor and part of the ground floor of the building. This year the Bristol studio has been developing gas reduction proposals in collaboration with the building landlord.



Cardiff

Our shared space studio is located in the vibrant creative quarter of Cardiff.



Dublin

Our Dublin studio is situated in the Old Stone Building at Blackhall Green, just off Prussia Street. This area was previously known as the gateway to the city. BDP occupies all three floors of the building.



Edinburgh

Our Edinburgh studio is home to BDP Pattern, the sports and entertainment division of BDP.



Glasgow

Our Glasgow studio is situated in the heart of the city's main shopping area, Buchanan Street. BDP currently occupies the 2nd and 3rd floors of the building, but will be moving premises into a new building in September 2024. The new studio is an all-electric system powered by renewable electricity – a positive step in the right direction towards renewables and away from gas boilers. We expect our scope 1 emissions to reduce next year, following this move.



Leeds

Our Leeds studio is a shared office space in Bruntwood's building 'Platform' adjacent to the train station.



Lima

Our Lima studio is in office 1601 of the 17 story Link Tower, built in 2010. It is located in the commercial area in the Santiago de Surco district of Lima and the building itself achieves LEED Existing Building Operations and Maintenance A+ certification, with the energy assessment aligning with the Energy Star standard. The office is shared with Nippon Koei LAC, and features open green terraces and green walls. A focus is placed on recycling and use of non-toxic products within the building.



Liverpool

Our Liverpool studio is a shared office space, set on the historic Pier Head and adjacent to the world famous Three Graces.



London

Our London studio is the largest UK&I studio, occupying four floors and basement of a converted brewery located in Clerkenwell, part of the London Borough of Islington.



Manchester

Our Manchester studio overlooks the Piccadilly Canal Basin, centrally located adjacent to Manchester's vibrant Northern Quarter. The naturally ventilated building designed by BDP is our second largest UK&I studio. BDP is the main occupant, with floor 4 let to tenants.



About BDP



New Delhi

Our New Delhi studio was officially established in 2010 after working in the region since the early 2000s. The studio is located in Nehru Place, part of a 16 floor commercial building complex with environmental certification.



New York

Our New York studio is located within the Financial District at 101 Greenwich, a repositioned Class A office building. Our studio has beautiful views of lower Manhattan and Trinity Church. The building is rated LEED Silver, Wired Score Platinum and won the Renovated Building Of The Year at the 2021 Pinnacle Awards. It is known for the abundant natural light and high ceilings and features bike storage on site.



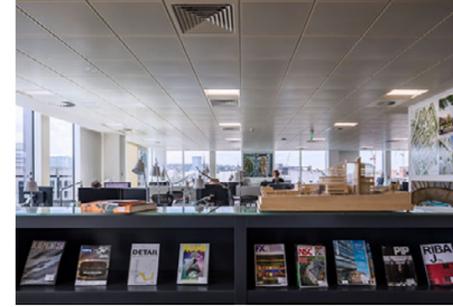
Rotterdam

Our Rotterdam studio is located in the central district of the harbour city and is the base for our projects in mainland Europe. The studio is situated on the sixth floor of the listed Groot Handelsgebouw, an icon of post war reconstruction, designed by Dutch architects Van Tijen and Maaskant, and the largest multitenant office building in The Netherlands. The building also achieves BREEAM-NL In-Use 'Very Good' and energy label 'A'. The BDP Rotterdam studio is shared with the Dutch branch office of Nippon Koei (Nippon Koei Energy Europe).



Shanghai

Our Shanghai studio is located in the Huangpu District of Shanghai. The studio, on the 20th floor of a commercial 22-floor office building, was established in 2010 to support projects in China which BDP have been involved in since 2007.



Sheffield

Our Sheffield studio is located on the sixth floor of 3 St Paul's Place. The BREEAM Excellent building is connected to the local District Heating System, partially powered by BDP's own waste.



Singapore

Our Singapore studio is colocated with our colleagues Nippon Koei to support projects throughout South East Asia. The studio space is located in Asia Square Tower 2, a 43 story office tower with retail podium in downtown Singapore city centre. The Asia Square development achieved both LEED Platinum certification and the Green Mark Platinum Award, incorporating one of Singapore's largest PV panel installations and the first to use bio-diesel generation plant in a commercial development in the city centre.



Toronto

Our Toronto studio is home to BDP Quadrangle, who have been one of Canada's leading interdisciplinary architecture, design and urbanism studios since 1986. The Toronto studio is our North American headquarters, and the new studio is located at 8 Spadina Avenue, a mixed-use commercial building situated in the downtown design district. The building is certified LEED 2009 CS on track for Platinum, LEED v4.0 O+M underway, WELL certification, and WiredScore Platinum. The building incorporates sustainable design features including a deep water lake district energy system.



The Well, Toronto



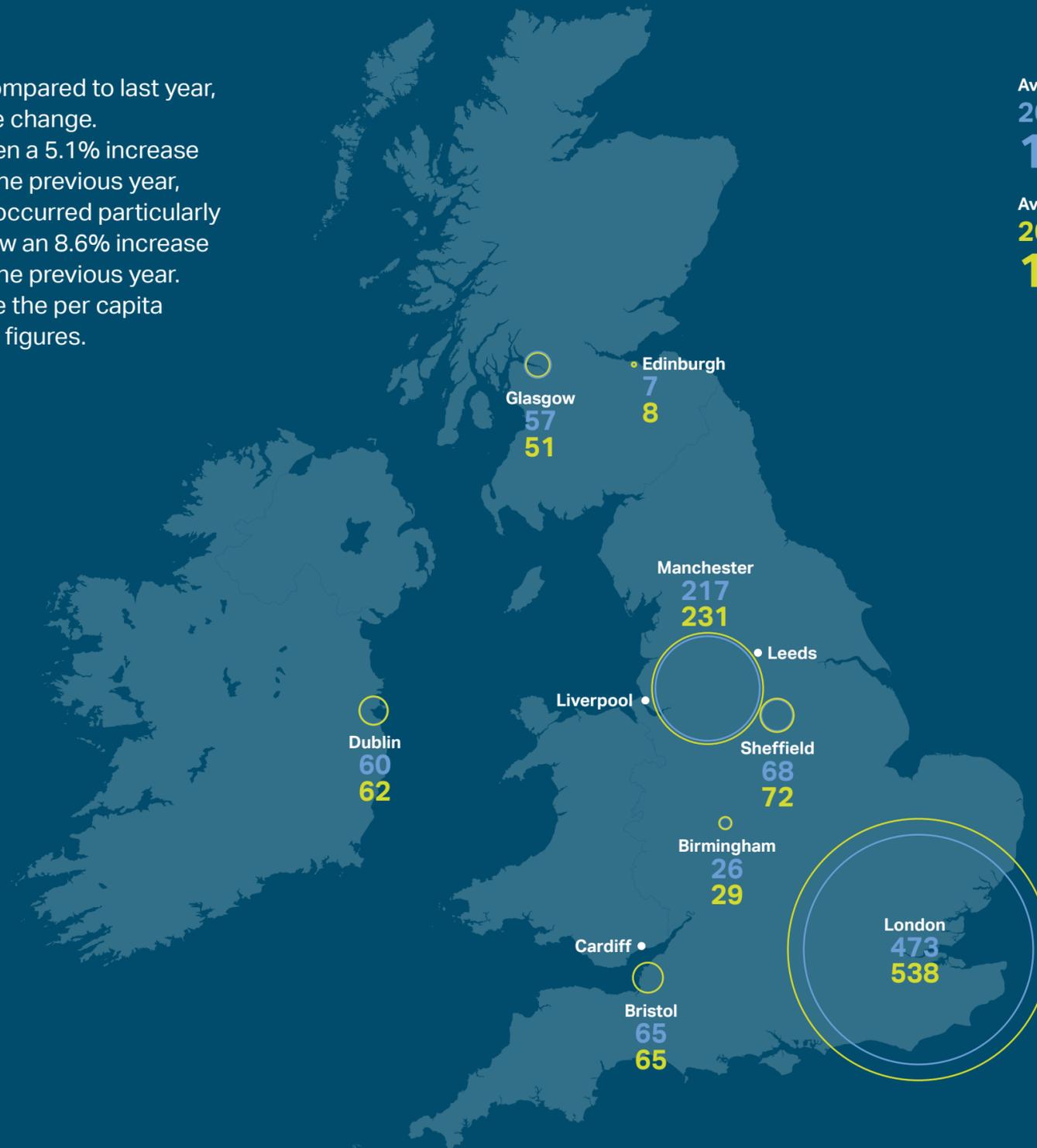
About BDP

Our People

Our people are the life force of BDP. Our expertise in the built environment spans across professions, sectors, and countries, allowing us to deliver world-class, award-winning projects globally. We actively foster an inclusive organisation for our colleagues across our network of international studios.

The employee numbers are reported using an average figure to account for fluctuations month-

to-month. The figures are compared to last year, which shows the percentage change. Overall, BDP globally has seen a 5.1% increase in employees compared to the previous year, 2022-23. This increase has occurred particularly in our UK&I studios which saw an 8.6% increase in employees compared to the previous year. This data is used to calculate the per capita consumption and emissions figures.



Average Staff Number
2022-23
1329

Average Staff Number
2023-24
1397



About BDP

United Nations Sustainable Development Goals (SDGs)

Quantitative Reporting

The United Nations Sustainable Development Goals (SDGs) are a framework for the major global challenges of economic, environmental and social sustainability, which every country in the world has agreed to deliver by 2030. They are a set of 17 interconnected goals, with 169 targets beneath them.

We have undertaken detailed mapping to determine which goals we contribute most effectively to, and those where there is opportunity to further our contribution.

The ten goals BDP aligns to most closely are:

- **No Poverty**
- **Good Health and Well-being**
- **Quality Education**
- **Gender Equality**
- **Affordable and Clean Energy**
- **Decent Work and Economic Growth**
- **Industry, Innovation and Infrastructure**
- **Sustainable Cities and Communities**
- **Responsible Consumption and Production**
- **Climate Action**

BDP's group strategy and themes link to this framework to keep sustainable development at the heart of our thinking. There is social, environmental, and business incentive to do this as our clients want to work with like-minded designers.

These goals are highlighted below, with further detail on how we have contributed to each goal over the FY 2023–24, and our commitments against each goal for the FY 2024–25.



SDGs

BDP's 2023-24 UK&I Social and Environmental Impact in support of the UN Sustainable Development Goals



SDG1

BDP supports local communities through donations, partnerships, and impact events.

The Toronto studio participated in funding \$10,750 for **Construction**, in which a total of **3,629 cans of food** were donated to the **Daily Bread Food Bank**.

In the UK, all studios took part in the **Giving Isn't Seasonal** campaign, with in-kind donations and festive fundraising. These included donations to:

- **Birmingham Central Foodbank**
- **South and East Bristol Foodbank**
- **Right There** (formerly YPeople)
- **Wrap Up London**
- **Hackney Foodbank**
- **Pilion Trust**

SDG3

Providing continued support for our staff and a variety of Health and Physical, Mental, Nutritional, Social and Financial Wellbeing initiatives that are available for everyone at BDP:

- Staff spent **2556 hours** participating in **mental health** webinars, workshops and events.
- **25 Mental Health First Aiders**
- SMART Cycling
- Private Medical Insurance
- Health screening
- Sport and Social clubs

SDG4

Ongoing commitment to provide development opportunities, including **CPDs** and **Chartership** to upskill our staff.

We also launched a **bespoke mentoring programme** for Black and minority ethnic employees in May 2024.

BDP is active in the **Technical Apprenticeship Consortium**, bringing people from diverse backgrounds into construction and supporting their learning.

SDG5

BDP launched the **menopause awareness training** module in June 2024, a mandatory training for Associates, Associate Directors, Directors and Principals.

Policies introduced this year to support gender balance:

- **Fertility Treatment Policy and Support Guidance.**
- **Fostering Policy and Support Guidance.**

SDG7

70.5%* of global electricity consumption was procured from **renewable** sources.

** Our Manchester studio is utilising a zero carbon tariff but as this is sourced through nuclear energy it is not renewable despite having 0 kgCO₂e emissions. Therefore we have categorised Manchester's electricity consumption as non-renewable.*

SDG8

Globally we have welcomed and employed:

45
Graduates

39
Apprentices

7
Students

Our UK Studios welcomed approximately 100 Work Experience Students this year.

SDG9

Launched and developed our **City Insights** challenge, **Innovation Spotlight** challenge, **Small Suites Big Living** challenge, and **Invest in Our Idea's** challenge initiatives on BDP's innovative research platform, **BDP Lab**.

SDG11

Our **partnerships** this year included:

- Blueprint for All
- BPIC (Black Professionals in Construction)
- RIBA EDI Leaders Action Group
- Built by Us
- Equilibrium Network
- PLACED Academy
- Regeneration Brinary
- New London Architecture
- Open City Accelerate

Our Toronto studio took part in raising \$7,700 for **Scarborough Health Network Foundation** and \$10,288 for dementia research at **Baycrest Health Sciences Centre - Bike for Brain Health** initiative.

In the UK, BDP raised £1,100 for **AKT**, a LGBT+ Youth Homeless charity, £1,200 for **Women for Women** International, £100 for **Shelter**, and £1,040 for the **Japanese Red Cross Society**.

All UK studios took part in the **Giving Isn't Seasonal** campaign, with donations and festive fundraising.

SDG12

Use of **BDP's Decision Record** to **reduce energy consumption** in our studios.

11.3%
reduction
in total non-electrical **waste** across all studios compared to our baseline year FY2019-20.

SDG13

22.8%
reduction
in total UK&I electricity consumption per capita compared to baseline year FY2019-20.

9.4%
reduction
in total gas consumption per capita compared to baseline year FY2019-20.

19.4%
reduction
in total UK&I water consumption per capita compared to baseline year FY2019-20.



About BDP

SDGs

BDP's global commitments in support of the UN Sustainable Development Goals



SDG 1

Opportunities for staff to **support communities** and work towards our common goal of **'No Poverty'** including:

- Collecting food and other basic need items in BDP studios for local charities
- Fundraising for local, national and international charities
- Employee payroll giving
- Volunteering



SDG 3

Provide continued **support** for our staff and a variety of **Health and Physical, Mental, Nutritional, Social and Financial Wellbeing initiatives** available for everyone at BDP including continuing:

- Mental Health First Aiders
- SMART Cycling
- Private Medical Insurance
- Health screening
- Sport and Social clubs
- A range of social activities



SDG 4

Invest in our people is one of the key themes in our Group Strategy. Our vision is to develop a vibrant and inclusive community of colleagues, with space for **growth and opportunities** globally and locally. BDP is committed to providing **continuous development opportunities**, including **CPDs** and **Chartership** to upskill our staff.



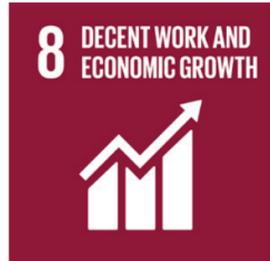
SDG 5

Gender Equity is one of BDP's EDI focus areas for 2024. To close BDP's gender equity gap we are committed to working with an **external gender equity consultant** to assess our practises, gather feedback from the business and help us create an action plan for meaningful progress.



SDG 7

BDP commits to increase active annual sourcing of **renewable electricity to 100%** by FY 2026 and continue annually sourcing 100% renewable electricity through FY 2030.



SDG 8

Improve BDP's **social impact** through measuring and recording activities and initiatives. Increase focus and data-driven impact through our **Social Mobility** efforts in our local communities.

Continue to improve our **Work Experience Programme** to provide the most impactful hands-on.

Develop further **apprenticeship opportunities** across the practice.



SDG 9

BDP Lab Goals:

- Invest in focused research that drives new business opportunities.
- Build reputation for **conceptual research delivered by multidisciplinary talent.**
- Advance the thinking around **future cities** through partnerships.
- Leverage BDP talent to **utilize technology and data** to develop **innovative workflows.**
- Realize a culture and a process of **innovation** to gather and develop promising ideas.



SDG 11

Develop partnerships with charities, local communities and NGOs to reach our goal: **to maximise our positive impact in society.**

Launch our **Good City Initiative** which sets out how BDP and our parent company Nippon Koei can help cities across the world become better.



SDG 12

Become a **Net-Zero organisation by 2045.**

Achieve **Carbon Neutrality** of our Scope 1 and 2 emissions from FY2025-26.



SDG 13

According to our **verified science-based targets:**

BDP commits to reduce absolute **scope 1 and 2 GHG emissions 46.2%** by FY 2030 from a FY 2020 base year.

BDP commits to reduce absolute **scope 3 GHG emissions 46.2%** by FY 2030 from a FY 2020 base year.



Environmental, Social & Governance Report 2023–2024

4 Environmental Impact

BDP.

York Condos, Markham Residencies

Targets

BDP has set ambitious targets which reaffirm our commitment to addressing climate change and taking proactive measures to rapidly reduce our contribution to greenhouse gas emissions.

In June 2023, BDP received approval for the following official targets from the Science-Based Targets Initiative (SBTi):

- BDP commits to reduce absolute scope 1 and 2 GHG emissions **46.2%** by FY 2030 from a FY 2020 base year.
- BDP commits to reduce absolute scope 3 GHG emissions **46.2%** by FY 2030 from a FY 2020 base year.
- BDP commits to increase active annual sourcing of renewable electricity to **100%** by FY 2026, and continue annually sourcing **100%** renewable electricity through FY 2030.

To form our baseline year for these targets, we collected data from all 19 of our global studios from the financial year 2019–2020 (our most recent financial year unimpacted by the COVID–19 pandemic). This included gas and electricity

consumption, business travel, and expenditure on goods and services across each of our studios. Using the SBTi-recommended tools and calculators, we set and submitted our own targets to the SBTi for verification. This information was independently assessed to ensure that our data and targets met the strict SBT criteria.

Setting science-based targets was an important first step, and we have also committed to setting more specific targets to drive reductions, as detailed in the FY 2022–23 Environmental Management and Social Impact Report. These specific performance targets are an important tool to monitor and reduce our impact in line with our new hybrid way of working following the global pandemic. The following targets form part of our three year cycle from FY 2022–23 to FY 2025–26:



Reduction in **gas** consumption in line with science-based emissions target.



5% Reduction in total **energy** consumption (kWh) from the FY 2022–23 baseline.



10% Reduction in **electricity** consumption per capita (kWh/ capita) from the FY 2022–23 baseline.



Reduction in **water** consumption to 4.5m³ per capita.



20% Reduction in total **non-electrical waste** (kg) from the FY 2022–23 baseline.



20% Reduction in both total **business travel** emissions and per capita from the FY 2022–23 baseline.

Following a staff commuting survey and calculated baseline, we propose to also set targets against this metric.

This ESG report reviews the progress against both the science-based targets and the specific performance targets.

Taking Environmental Action

Over the 2023–24 financial year, our studios have been taking action to reduce our studio consumption and emissions.

Our UK&I studios undertake these initiatives as part of the ISO 14001 and ISO 50001 continual improvement process, and as part of our action plan to reduce consumption and meet our emissions targets.

Our aim is to extend these local studio-based initiatives to our international studios, as while they account for less of our overall environmental impact, there are opportunities to identify improvements. Over the next financial year our sustainability team will be increasing engagement with the international studios to develop their local action plans.

Glasgow studio has:

- Switched stationary supplier, to a local, more sustainable supplier which has reduced number of and distance of deliveries, and reduced emissions associated with the stationary products themselves.
- Changed to use only EU Eco-label cleaning supplies through a new cleaning company which allows BDP to specify the cleaning products utilised.

Dublin studio has:

- Implemented papercut software on multiple printers, reducing paper waste.
- Completed a Walkathon initiative, encouraging sustainable travel and promoting health and wellbeing.
- Introduced composting waste stream into their waste collection.

Manchester studio has:

- Undertaken a heating system flush-out to rebalance the system which has improved efficiency and reduced energy consumption.
- Reduced postal service travel by implementing an initiative to reduce paper copies of documents and utilise electronic copies wherever possible.
- Implemented new energy saving lighting controls, changing timings from 6am to 7am, and reducing architectural lighting to 30% of the original output.

Bristol Studio has:

- Replaced blue roll dispensers with hand towel dispensers in bathrooms to reduce waste.
- Reduced number of hand dryers and replaced with energy efficient versions to reduce energy consumption.

Sheffield studio has:

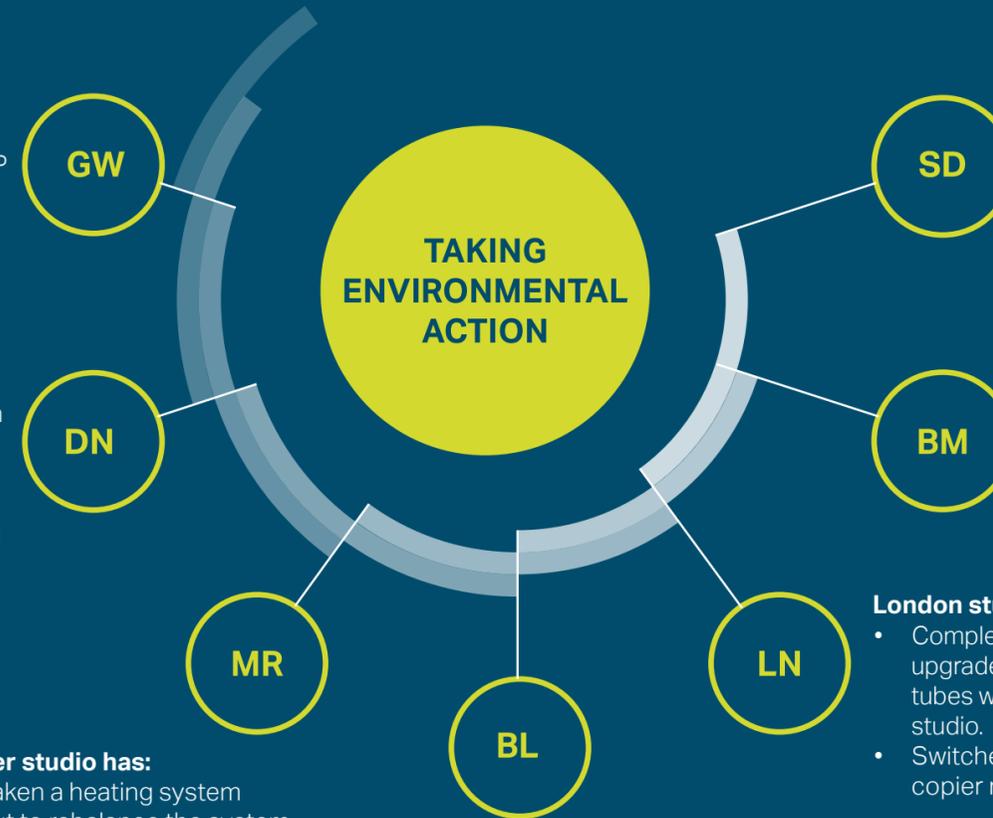
- Upgraded hybrid meeting facilities with energy efficient equipment.

Birmingham studio has:

- Reduced product packaging waste through working with the fruit and milk suppliers.

London studio has:

- Completed a programme of lighting upgrades, switching 29 fluorescent tubes with LED tubes throughout the studio.
- Switched to recycled paper in all copier machines.



Scope 1, 2 and 3 Definitions

This section summarises BDP's impact on the environment, aligning with the GHG Protocol's Scope 1, 2 and 3 definitions:

Scope 1:

Direct emissions from owned or controlled sources.

Scope 2:

Indirect emissions from the generation of purchased energy.

Scope 3:

All indirect emissions (not included in scope 2) that occur in the value chain, including both upstream and downstream emissions.

Information compiled in this section is collated from our 19 studios and analysed by BDP's sustainability team. This publicly available report serves as BDP's environmental impact disclosure and reporting progress against targets.

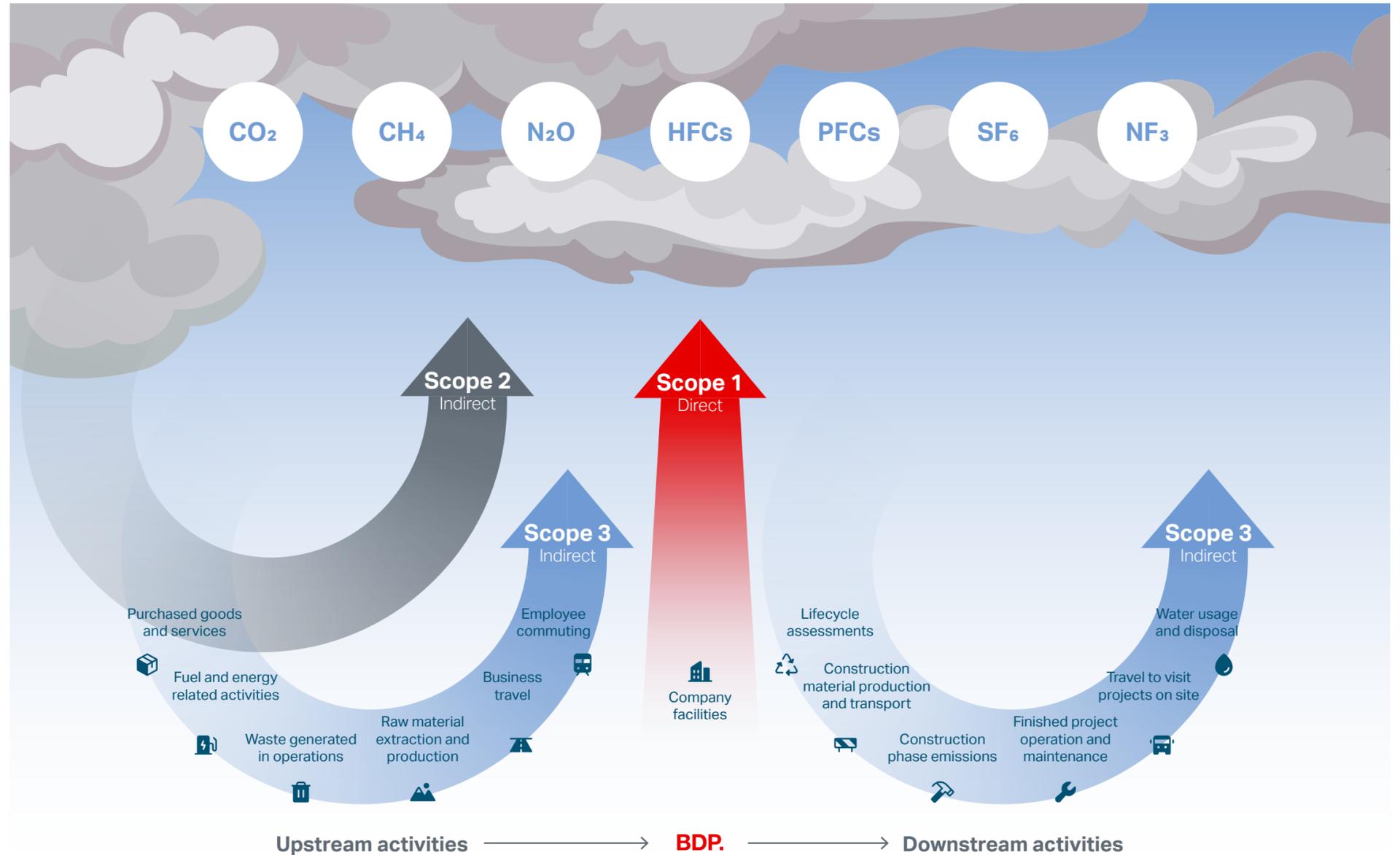


Figure 2: Scope 1, 2 and 3 diagram

Greenhouse Gas Emissions

Using the consumption data, emissions are calculated by multiplying kWh by carbon conversion factors. The adjacent graph shows the variation between the UK gas and UK grid electricity factors over the past six years to provide context for emissions variations which depend on both consumption and the carbon factor.

Our science-based targets for scope 1, 2 and 3 require the use of a market-based calculation method for Scope 2 emissions. This is where the factor used is taken directly from the electricity supplier so that renewable energy can be accounted for and monitored against a renewable energy target. The carbon factor for all our UK&I studios is therefore 0, as all studio's procure electricity from renewable or zero carbon sources. The same is true for our Rotterdam studio, and for our Toronto studio. Our target is to ensure all our studios procure electricity from renewable sources by FY 2025–26.

Many of our studios utilise all-electric systems and therefore do not have any Scope 1 emissions. This is indicated with 'N/A' next to the gas column in the adjacent table. Our Toronto studio made the move to an all-electric studio during 2022, and our Glasgow studio will be the next to follow suit, moving to an all-electric studio in September 2024. Reducing the use of gas is part of our strategy to reduce our impact on the environment and meet our science-based targets.

The adjacent table shows the carbon factors used for calculating the Scope 1 and 2 emissions in line with science-based targets requirements.

Studio	Scope 1 Gas (Gross CV) kgCO ₂ e/kWh	Scope 2 Electricity (market-based) kgCO ₂ e/kWh
Birmingham	0.1829	0.00000
Bristol	0.1829	0.00000
Dublin	0.1840	0.00000
Glasgow	0.1829	0.00000
London	0.1829	0.00000
Manchester	0.1829	0.00000
Sheffield	0.1800	0.00000
Abu Dhabi	N/A	0.42161
New Delhi	N/A	0.933549
New York	N/A	0.222874
Lima	N/A	0.200661
Rotterdam	N/A	0.00000
Shanghai	N/A	0.660804
Singapore	N/A	0.502494
Toronto	N/A	0.00000

Table 1: Scope 1 and Scope 2 carbon factors per studio

For our studios which are not procuring renewable electricity and instead utilise grid-electricity carbon factors for emissions calculations, there have been significant changes. The electricity carbon factor for India has increased 56% since the last financial year, the carbon factor for China has increased by 36% and the carbon factor for Singapore has increased by 27%. This results in increases to their emissions disproportionate to their consumption. This fluctuation in carbon factors and resulting emissions is why we also choose to monitor and report our electricity consumption in kWh. The electricity consumption, and emissions, are detailed from page 27.

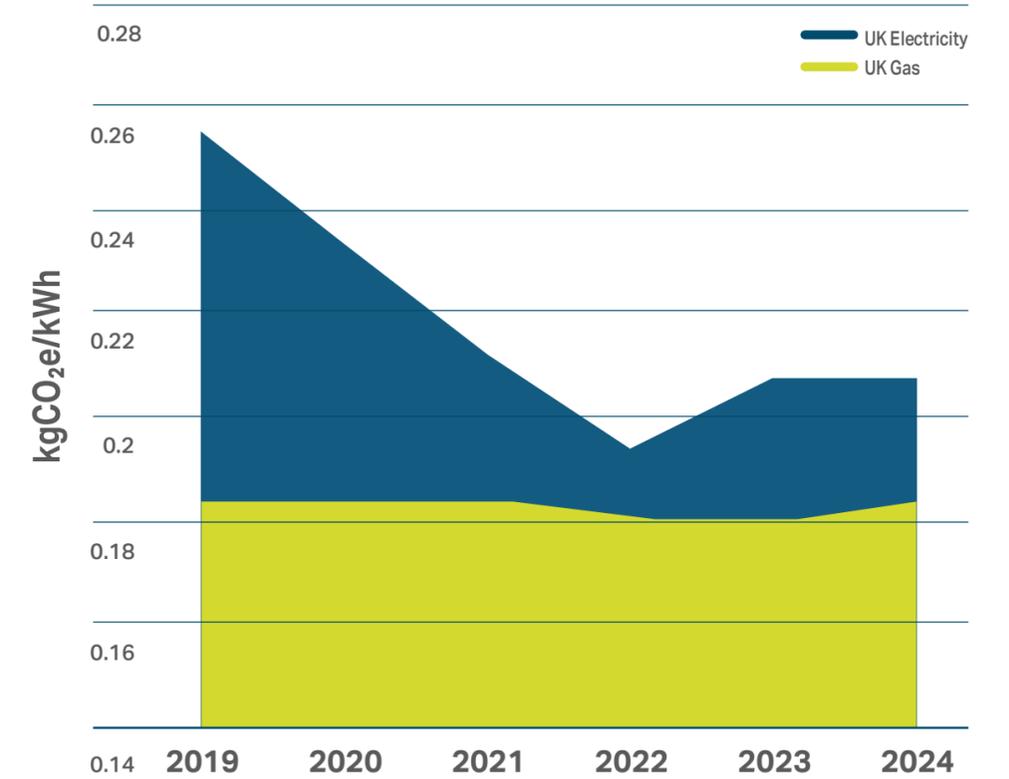


Fig 3: UK Gas and electricity carbon conversion factors over the past six years

Scope 1

Scope 1 is a term used to represent direct emissions from company owned or controlled sources, as defined by the GHG Protocol. For BDP, this is the natural gas used in the gas boilers which heat our studio spaces.

As our UK&I studios are the only BDP studios which use gas, we report the gas consumption and emissions below using the per capita figures for UK&I to avoid skewing the data. The table below details the gas consumption, and associated emissions over the past six years.

BDP UK&I	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Gas (kWh)	672259	672128	649547	636939	646295	693567
Gas kWh per capita	786	730	697	600	669	662
Gas (kgCO ₂ e)	118609	119910	128515	125848	116504	126909
Gas kgCO ₂ e per capita	139	130	138	119	121	121

Table 2: BDP UK&I total gas consumption and emissions

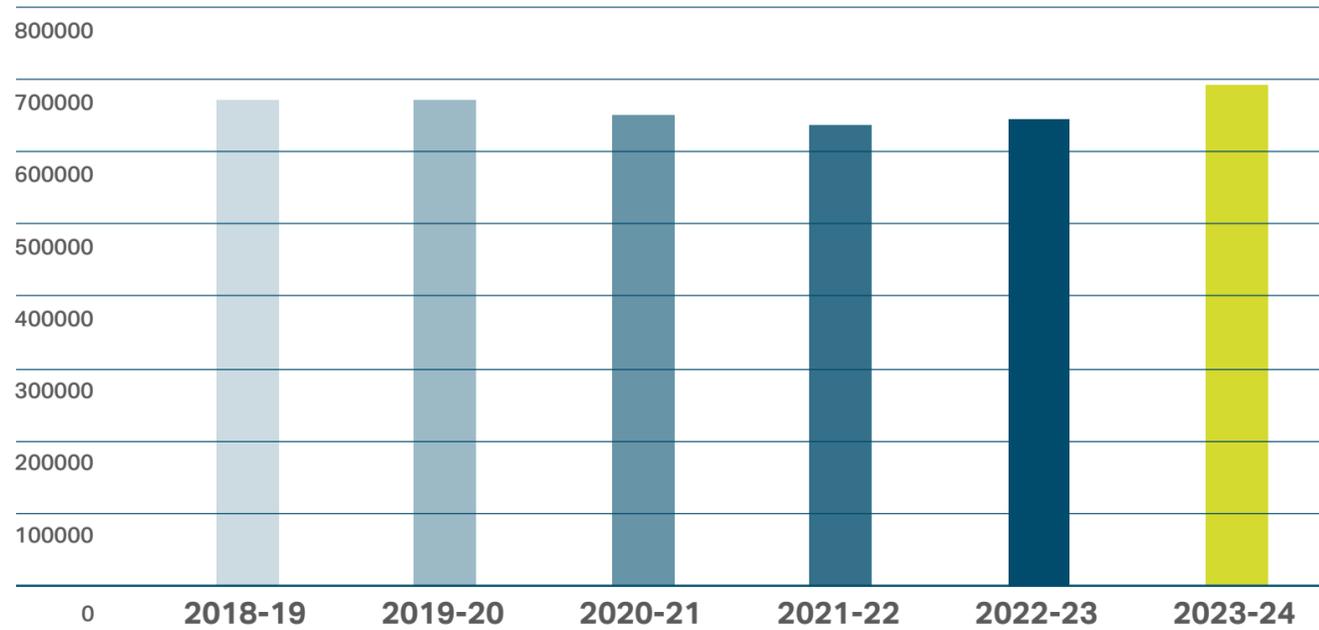


Fig 4: Total UK&I Gas consumption (kWh)

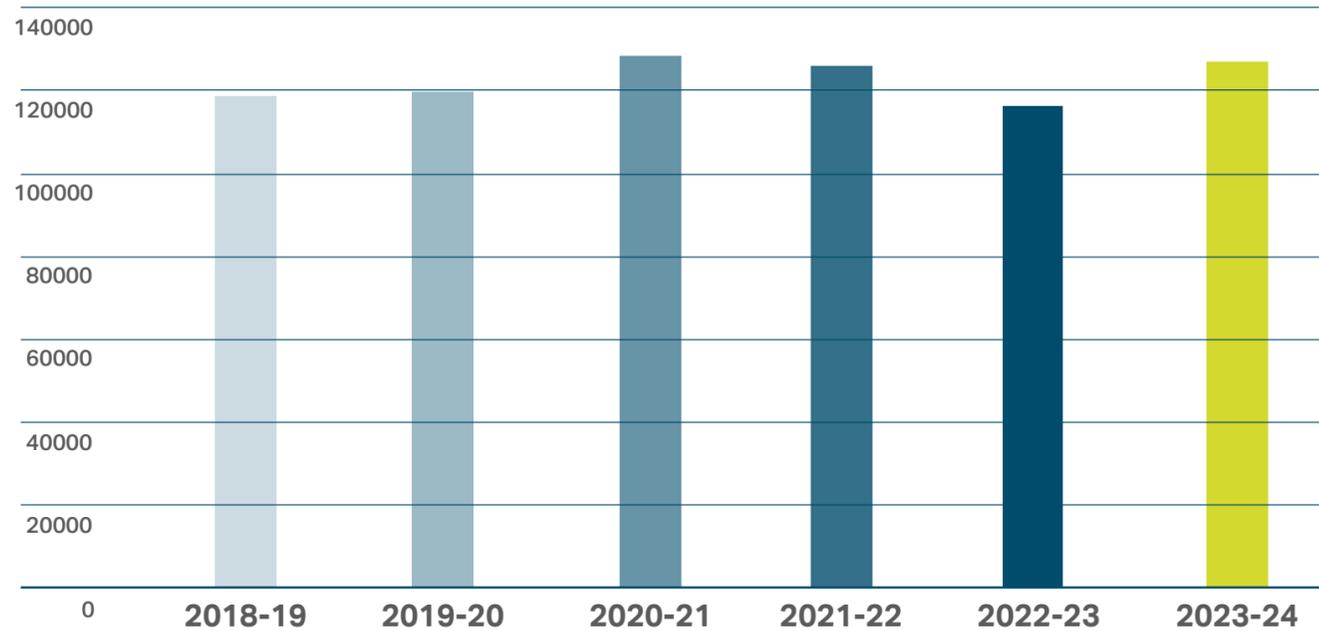


Fig 5: Total UK&I Gas emissions (kgCO₂e)

Scope 1

Our overall gas consumption has increased this year, which is attributable in part to the 8.6% increase in UK&I staff. When the staff increase is accounted for by reporting per capita data, the gas consumption shows a decrease of 9.4%. The data is detailed in Table 3. The adjacent graphs detail the gas consumption per capita over the past six years, and the associated emissions per capita.

UK&I	2023-24	% Change last year (FY 2022-23)	% Change baseline year (FY 2019-20)
Gas (kWh)	693,567.28	7.3%	3.2%
Gas per capita (kWh/capita)	661.64	-1.1%	-9.4%
Scope 1 Emissions (kgCO ₂ e)	126,908.69	8.9%	5.8%
Scope 1 Emissions (kgCO ₂ e/capita)	121.07	0.1%	-6.9%

Table 3: BDP UK&I gas consumption and emissions compared to last year and to our baseline year

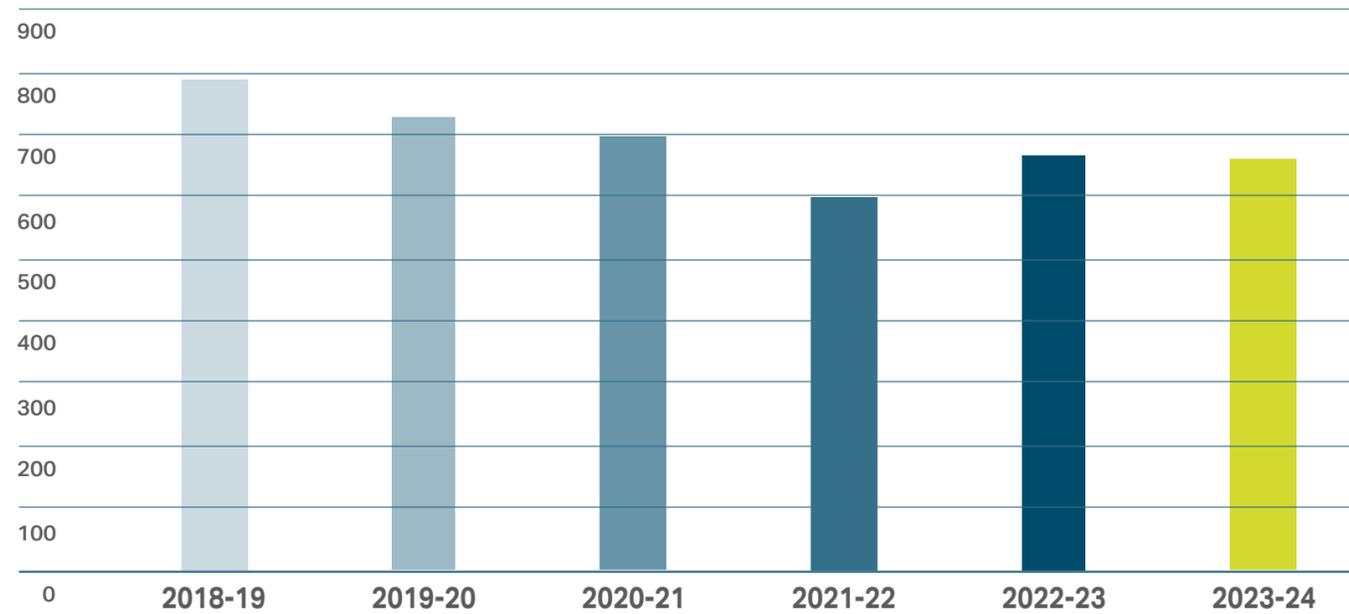


Fig 6: UK&I Gas consumption per capita (kWh/capita)

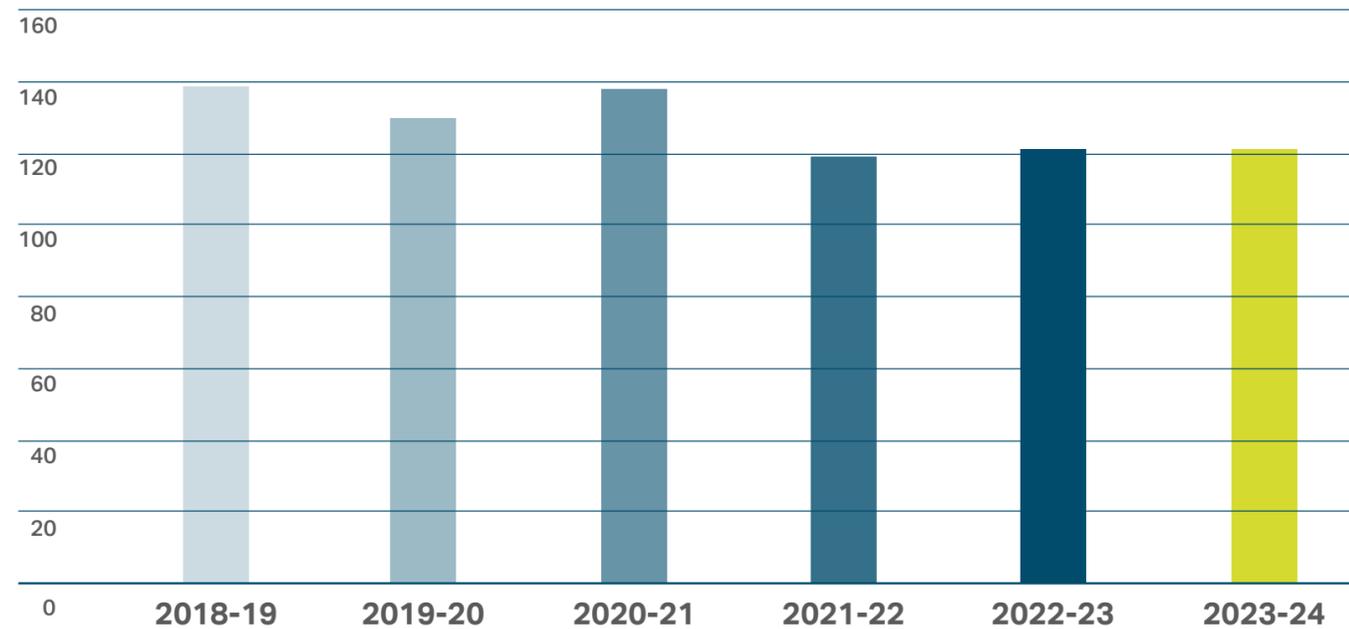


Fig 7: UK&I Gas emissions per capita (kgCO₂e/capita)

Scope 1

Taking a closer look into the data for this year, the studio breakdown is shown below. The table and graphs detail the gas consumption per capita compared to last year (FY 2022–23) and compared to our science based targets baseline year (FY 2019–20).

The graph shows clearly that the two studios with significantly high gas consumption are Glasgow and Bristol. This is similar to the data reported last year, and in 2019–20 when we set our baseline demonstrating this is not a one-off spike or anomaly. These studios both use old gas boilers in an office building in which BDP occupies part of. We therefore have limited control over the landlords choice of system and are unable to make the upgrade to new, more efficient equipment ourselves.

Gas (kWh/capita)	2023–24	% Change last year (FY 2022–23)	% Change baseline year (FY 2019–20)
Birmingham	7	-86.6%	-84.4%
Bristol	3065	21.2%	32.1%
Dublin	806	29.3%	-1.6%
Glasgow	2929	8.1%	3.6%
London	390	-17.3%	-10.7%
Manchester	109	3.2%	16.2%
Sheffield	835	31.3%	-35.1%

Table 4: Gas consumption per capita per studio compared to last year and compared to our baseline year.

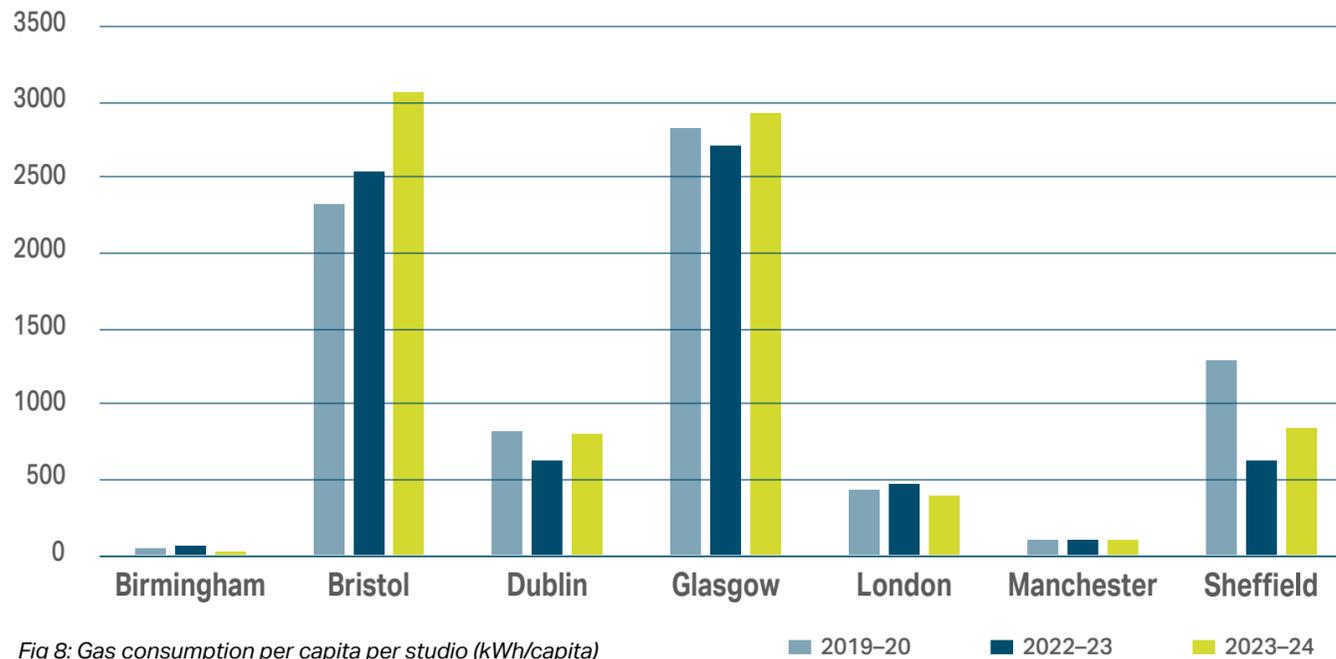
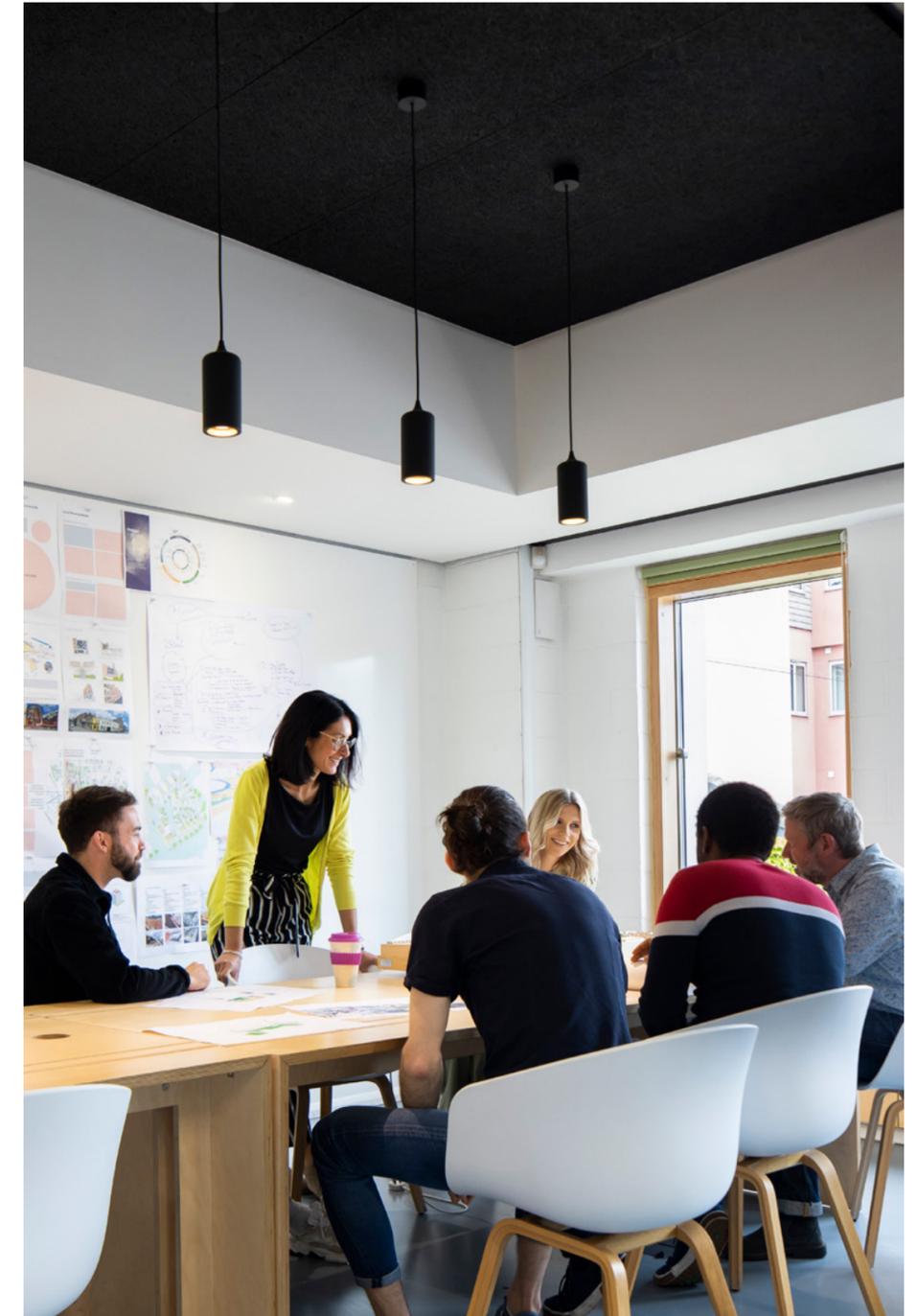


Fig 8: Gas consumption per capita per studio (kWh/capita)



Scope 1

In September 2024 the Glasgow studio will move to a new building which utilises an all-electric system. This will reduce gas consumption to zero alongside providing other sustainability and emissions benefits such as a BMS system for better monitoring, EV charging, LED lighting and cycle storage facilities.

In Bristol, we have implemented an initiative of engagement and discussions with the landlord, providing our in-house engineering expertise to help advise on new equipment, and implementing monitoring controls such as temperature sensors to track the heating use. Following this engagement over the past year, the boiler is due to be replaced in 2024 with a new ErP 'A' rated boiler which will be more efficient and reduce standby loss, alongside energy efficient circulator pumps.

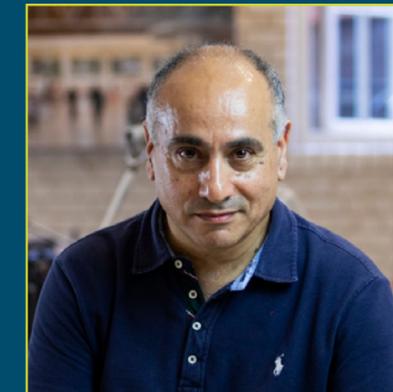
We look forward to seeing the impact these two studio changes have on our overall emissions and the progress they make towards meeting our Scope 1 science-based target in next year's ESG report.



Scott Mackenzie

Principal, Architect
Studio Chair

“ We are excited to relocate the Glasgow studio to Level 02 of the Grosvenor Building on Gordon Street. The new studio will showcase BDP's approach to the design of contemporary workplaces, offer attractive facilities for staff, and provide environmental and social benefits. This includes a cycle hub, all-electric heating, LED lighting, and better consumption monitoring. The process involved collaboration and consultation across the business, and we are pleased to have found a solution which provides multiple benefits. ”



Pirooz Kani

Environmental Engineer

“ During the past year, we reviewed proposals for renewing the heating plant at BDP Bristol Office. Few recommendations were proposed, which were reviewed by the Landlord and some implemented. The new boilers are condensing and modern, and with the rationalisation of the domestic hot water system, are reduced in size substantially. New controls and energy meters are included to control and monitor the system via a new up-to-date BMS. ”

Scope 2

Scope 2 is the term used to represent indirect emissions from the generation of purchased energy as defined by the GHG Protocol. For BDP, this is the electricity we purchase to power our studios.

Consumption

The electricity consumption has in previous years been reported with UK&I separate to international studios. Following enhancements in reporting from these international studios, and in line with our global scope 2 target, we will henceforth be reporting electricity consumption globally. The adjacent table shows the electricity consumption across the past six years, showing an increase this year with the new inclusion of our global studios electricity consumption. When staff numbers are accounted for, the global figure shows a decrease in consumption per capita compared to last year.

For comparison, the percentage changes compared to last year (FY 22–23) and our target baseline year (FY 2019–20) are shown for UK&I. From next year, these comparisons can be shown against our global consumption. The direct UK&I to UK&I comparisons show that we have reduced overall electricity consumption by 10.5% compared to last year, and by 17.5% when accounted for staff increases.

Driving some of this improvement is the IT energy savings initiatives, implemented over the past two years, as detailed by Group IT Director, Dan Shuttleworth.

“ Our IT energy saving initiative continues to reduce energy consumption across BDP as we identify efficiencies and strive for continual improvement. This year, we developed a Procurement of IT Equipment Strategy, upgraded storage requirements, launched hibernation mode, and reconfigured monitors across the global network. We also focused on additional improvements in our London and Manchester studios, where our main servers are located. ”

Dan Shuttleworth
Director, Director of IT Operations



	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24 (Global)
Electricity (kWh)	1513353	1418674	1264602	1307693	1392732	1846371
Electricity per capita (kWh/capita)	1770	1541	1356	1233	1442	1332

Table 5: BDP electricity consumption

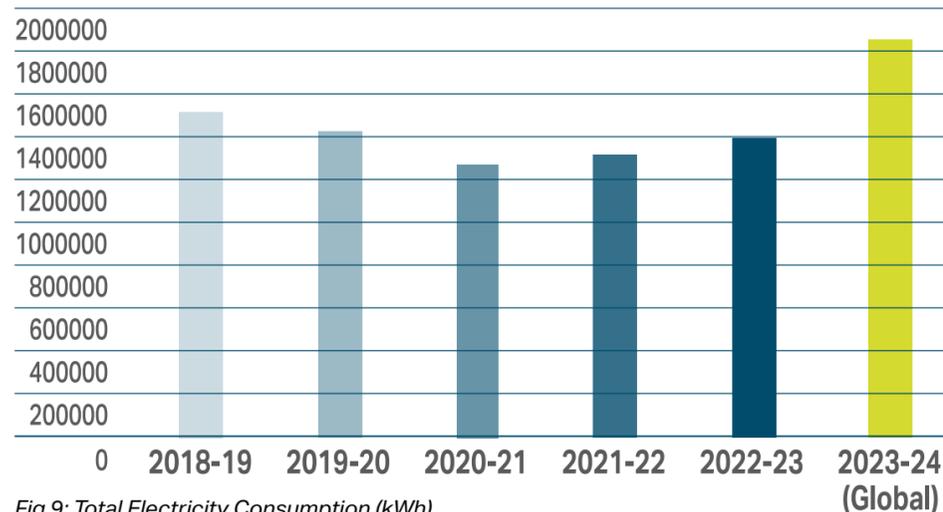


Fig 9: Total Electricity Consumption (kWh)

UK&I	2023-24	% Change last year (FY 2022-23)	% Change baseline year (FY 2019-20)
Electricity (kWh)	1246438	-10.5%	-12.1%
Electricity (kWh/capita)	1189	-17.5%	-22.8%

Table 6: BDP electricity consumption compared to last year and compared to our baseline year

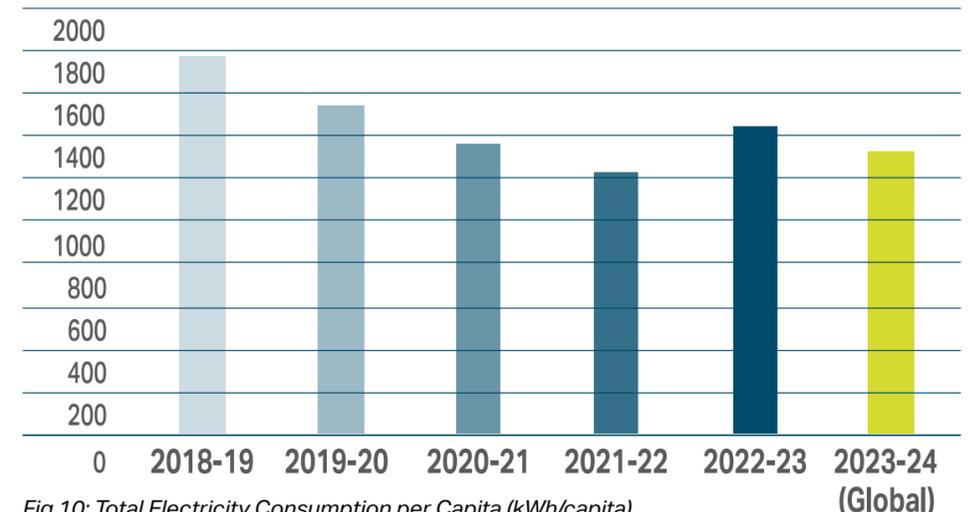


Fig 10: Total Electricity Consumption per Capita (kWh/capita)

Scope 2

Further insights into the information show how electricity consumption is split per studio. The tables and graphs adjacent show the comparison of each studio against the previous year (FY 2022–23) and the target baseline year (FY 2019–20) where available.

One item to note is the high consumption in the Abu Dhabi studio, which is notably higher than other studios consumption. In general, the cooling requirements in the Abu Dhabi studio result in high electricity use. The data does, however, show consumption has decreased by 11.7% since last year which is a positive step towards reducing consumption which we expect to continue year-on-year.



Fig 11: Electricity Consumption (kWh/capita)

Global electricity (kWh/capita)	2023–24	2022–23
Birmingham	1392	1472
Bristol	770	960
Dublin	726	883
Glasgow	1286	1226
London	1181	1419
Manchester	1576	2044
Sheffield	638	805
Abu Dhabi	3496	3959
New Delhi	1096	Not available
Lima	2382	Not available
Rotterdam	1173	1281
Shanghai	1511	1308
Singapore	768*	Not available
Toronto	1840	2385

*Estimation based on average BDP electricity factor

Table 7: BDP electricity consumption per capita per studio

Global electricity (kWh/capita)	2023–24	% Change last year (FY 2202–23)	% Change baseline year (FY 2019–20)
Birmingham	1392	-5.5%	68.8%
Bristol	770	-19.8%	-7.1%
Dublin	726	-17.8%	-30.4%
Glasgow	1286	4.9%	-4.3%
London	1181	-16.8%	-21.6%
Manchester	1576	-22.9%	-28.2%
Sheffield	638	-20.7%	-51.0%
Abu Dhabi	3496	-11.7%	187.6%
New Delhi	1096	Not available	Not available
Lima	2382	Not available	Not available
Rotterdam	1173	-8.5%	7.1%
Shanghai	1511	15.5%	10.9%
Singapore	768*	Not available	Not available
Toronto	1840	-22.9%	Not available

*Estimation based on average BDP electricity factor

Table 8: BDP electricity consumption per capita per studio compared to last year and compared to our baseline year

Scope 2

Emissions

Using the consumption data, and the carbon factors as described in on page 22, we calculate BDP’s Scope 2 emissions using a market-based approach.

The graph below details the scope 2 emissions split per studio compared to the baseline emissions in FY 2019–20.

Studio	Scope 2 Emissions FY 2023–24 (tCO ₂ e)	Scope 2 Emissions Baseline FY 2019–20 (tCO ₂ e)
Birmingham	0	0
Bristol	0	0
Dublin	0	0
Glasgow	0	0
London	0	0
Manchester	0	0
Sheffield	0	0
Abu Dhabi	32.18	11.41
New Delhi	39.83	30.38
Lima	1.99	Not available
Rotterdam	0	0
Shanghai	29.03	22.76
Singapore*	3.60	1.92
Toronto	0	0
TOTAL BDP	106.6	66.47

*Estimation using BDP average electricity consumption factor

Table 9: BDP scope 2 emissions split per studio

The data shows some significant increases in the Abu Dhabi studio, however as mentioned in the consumption section, the electricity consumption in the this studio has decreased by 11.7% since last year which is a positive step towards reducing emissions which we expect to continue.

The New Delhi studio has recently improved reporting processes and this is the first year in which we have obtained actual consumption data instead of estimations based on averages as we have used in the past. Therefore, we acknowledge that this is the first year of accurate measurable data and we will be looking to implement initiatives to reduce electricity consumption where possible over the next year.

This year is also the first year of reporting data for our Lima studio. This studio was not part of BDP when the original targets were submitted to the SBTi, and therefore we have introduced electricity consumption and emissions reporting this year. We will be engaging with the Lima studio to understand what improvements may be possible.

Emissions have increased in line with consumption increase in the Shanghai studio. While consumption has increased by 15.5% compared to last year, the carbon factors have increased by 36% since last year showing a disproportionate increase in emissions compared to consumption.

Our Singapore studio is the only international studio unable to obtain actual consumption data for electricity due to the shared office space and set-up between the serviced office provider, landlord, and building owner. We intend to continue requesting data each year, looking into alternative arrangements for bettering data accuracy, and making improvements wherever possible. The Singapore studio building is LEED certified, has

one of Singapore’s largest PV panel installations, and uses a bio-diesel generation plant so we can be confident the building is using sustainable technology and has incorporated environmental considerations where possible.

The graph below shows visually the comparison between the studios and enables us to identify the key studios to focus on over the next financial year; Abu Dhabi, New Delhi, and Shanghai.

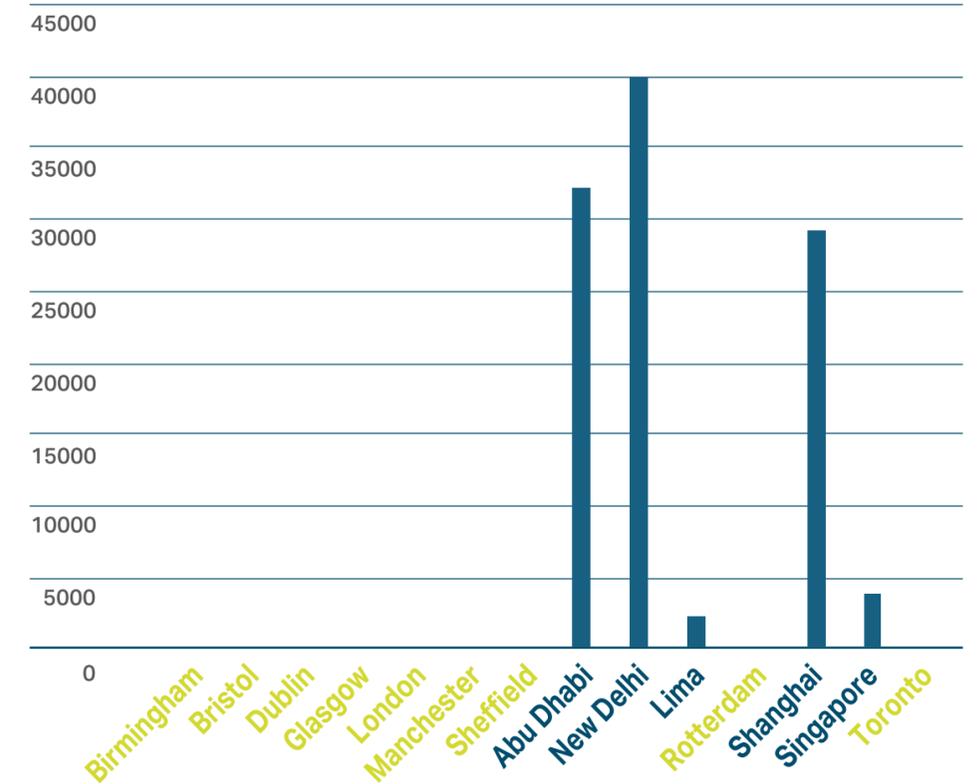


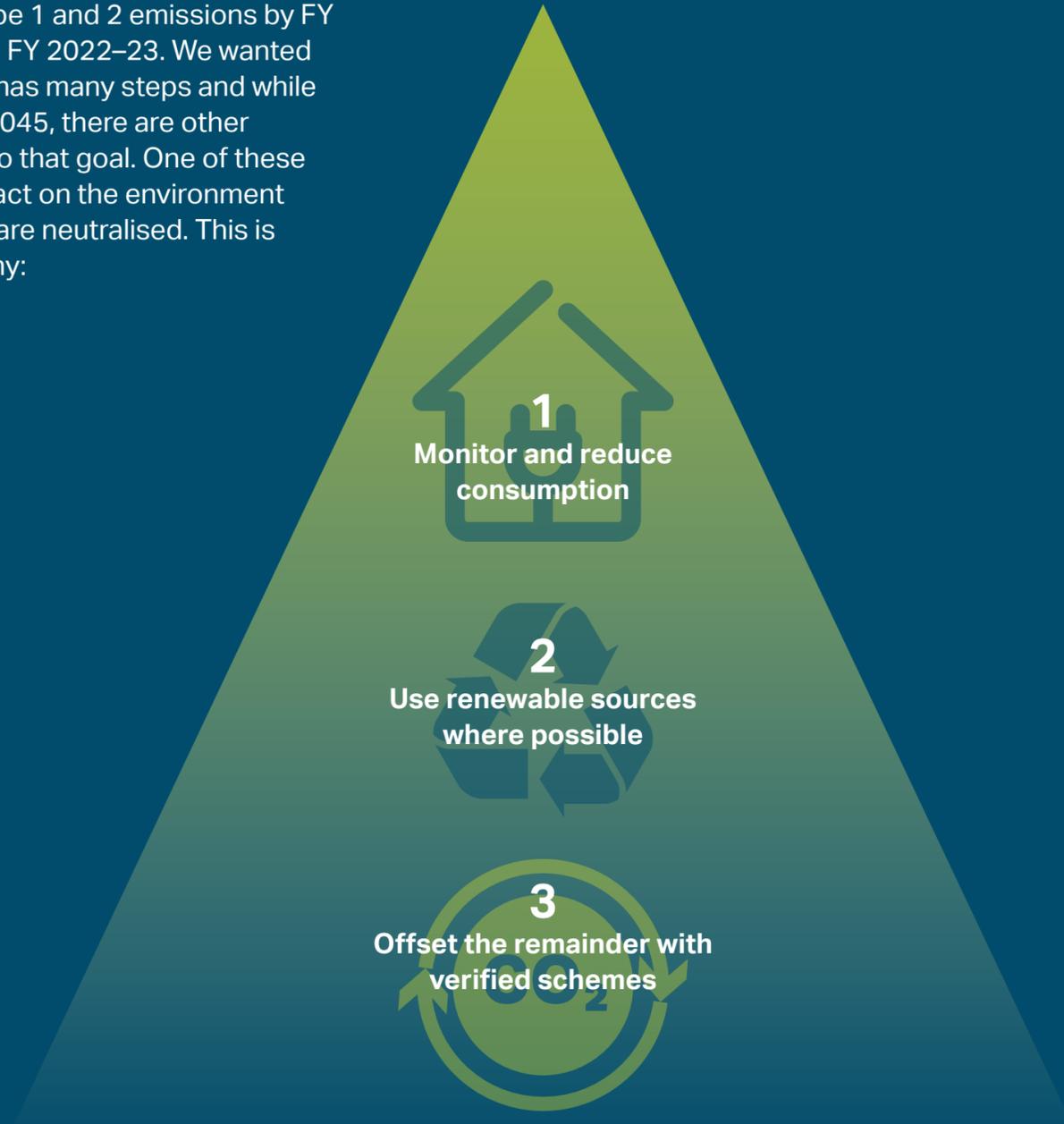
Fig 12: Scope 2 Emissions kgCO₂e (market based)



Environmental Impact

Carbon Neutrality of Scope 1 and 2

Achieving carbon neutrality of our scope 1 and 2 emissions by FY 2024–25 is a target we set ourselves in FY 2022–23. We wanted to recognise that the route to net zero has many steps and while it is our intention to reach net zero by 2045, there are other steps along the way which contribute to that goal. One of these is ensuring that our scope 1 and 2 impact on the environment (gas and electricity used in our studio) are neutralised. This is undertaken through the 3 step hierarchy:



Paul Hobbs
Associate, Facilities Manager

“ We switched to Good Energy renewable tariff in 2011 and receive updates which confirm that we are supporting sustainable change – they have recently become B-Crop certified which gives BDP the confidence that Good Energy are a company that shares our values. Using 100% renewable electricity is part of BDP’s science-based targets and we are proud that the London studio was an early adopter of “green” energy having been championing renewables since 2007. **”**



Step 1: Consumption

The table below details our scope 1 and 2 emissions, with the consumption used to calculate these, as outlined in the Scope and Scope 2 Sections. Each studio identified opportunities for improvements and undertakes reduction initiatives utilising the expertise of our in-house engineering and sustainability teams. These studio action plans form part of our ISO 14001 and 50001 continual improvement process for our UK&I studios.

Studio 2023–24	Scope 1 Emissions	Scope 2 Emissions
Birmingham	0.04	0
Bristol	36.39	0
Dublin	9.24	0
Glasgow	27.32	0
London	38.31	0
Manchester	4.63	0
Sheffield	10.98	0
Abu Dhabi	0	32.18
New Delhi	0	39.83
Lima	0	1.99
New York		
Rotterdam	0	0
Shanghai	0	29.03
Singapore	0	3.60
Toronto	0	0
TOTAL BDP in tCO₂e	126.9	106.6

Table 10: BDP FY2023-24 scope 1 and scope 2 emissions per studio



Step 2: Renewables

One of our science-based targets is:

BDP commits to increase active annual sourcing of renewable electricity to 100% by FY 2026, and continue annually sourcing 100% renewable electricity through FY 2030.

This target aims to ensure that all our studios will be procuring renewable electricity by FY 2025–26, and our scope 2 emissions will therefore eventually be 0. All but one of our UK&I studios currently source renewable electricity, alongside the Rotterdam and Toronto studios. The Manchester studio is contracted to a legacy 5-year zero carbon contract, which while has 0 kgCO₂e associated with each kWh of use, does not utilise a renewable source and hence we have excluded the Manchester electricity consumption from our renewable percentage.

We calculate the percentage of our electricity consumption which is renewable by determining the percentage of the electricity consumption that studios on renewable tariffs account for out of the total BDP global electricity consumption. This year, 70.5% of our electricity consumption is sourced renewably.

One of the challenges of procuring renewable electricity is when studios are in shared office spaces and do not have control over the choice of electricity provider. In some of our international studios the landlords or service provider have not been open to or are not able to change to renewable sources. This is one of our key focus areas over the next financial year to meet our FY 2025–26 target.



Step 3: Offsetting

The final option to neutralise scope 1 and 2 emissions, once consumption has been reduced and renewable sources have been used wherever possible, is to invest in carbon offsetting projects. BDP recognises that this is not a solution to reducing carbon emissions and therefore continues making progress towards both consumption and emission targets, while investing in carbon offsetting and habitat restoration projects.

BDP’s carbon offsetting strategy utilises a two-part approach to ensure present emissions are officially accounted for, in addition to realising additional biodiversity and community benefits. We believe that it’s important to invest in both carbon removal and habitat enhancement, to future-proof our impact and support meaningful projects.

Carbon Neutrality of Scope 1 and 2



Nick Fairham
Principal, Chief Executive

“ BDP has met our commitment to achieve carbon neutrality of scope 1 and 2 emissions this year, through verified high-quality carbon offsets and natural habitat restoration. This initiative is part of our longer term goal to reach net-zero – allowing BDP to reduce the impact of our current emissions whilst we establish measures to reduce overall emissions. ”

Part 1

BDP has developed a bespoke carbon portfolio, consisting of purchased carbon credits which support both carbon removal and carbon avoidance projects. Where possible, we have aligned our chosen projects with proximity to BDP studio locations.

Carbon Removal

UK:

Boosting crops and soil whilst permanently locking up CO₂ with UNDO.

UNDO is a leading carbon removal project on a mission to permanently remove 1 billion tonnes of CO₂ from the atmosphere. UNDO's vision is to maintain a liveable planet for future generations.

Enhanced rock weathering is the acceleration of a natural carbon removal process, which sees crushed silicate rock such as basalt spread on local agricultural land. When the rock comes into contact with rainwater, it is slowly dissolved, locking up the CO₂ from the atmosphere as a solid bicarbonate, whilst safely releasing nutrients and minerals into the soil to help the farmer improve soil and crop health. It's a win-win carbon removal technology.

This project is verified by **Puro Earth**.



Producing biochar from waste biomass in Wales

Carbon Hill is a family-run farm with a 20-year history in the biomass industry, having transitioned to biochar production over the past three years.

Biochar is a carbon-rich, highly stable soil amendment produced as a by-product of pyrolysis, which generates energy from biomass in the absence of oxygen. When biomass decomposes, carbon and methane escape into the atmosphere. Biochar retains most of the carbon. If we bury it, that carbon can be held for centuries in the soil.

This process can produce energy, improve soils, and store carbon. This solution provides an alternative to disposing of unused biomass through burning or decomposition.

This project is verified by **Puro Earth**.



Carbon Neutrality of Scope 1 and 2



South America:

Carbon removal through afforestation in São Paulo, Brazil

The Fazenda São Paulo Agroforestry project is an afforestation project that aims to plant more than 286 hectares of degraded grassland with the species *Eucalyptus uro-grandis* (a hybrid of *E. urophylla* and *E. grandis* species).

The project area is located in the Municipality of Campo Grande in the centre of the state of Mato Grosso do Sul. The project is based on changing the use of the land from extensive, low productivity cattle ranching to a sustainable forest growth system. The project also promotes the remnant natural savanna restoration of the Project Zone.

The set of areas planted with *Eucalyptus* spp. and the areas of regenerated savannah will form a typical mosaic-shaped landscape that guarantees the protection of the soil and the recovery of an ecosystem typical of the “Cerrado” biome, the world’s most biodiverse tropical moist savannah.

The project is verified by the **Verified Carbon Standard**, and aligns with the above sustainable development goals.



South Asia/Greater Middle East:

Delta Blue Carbon, Pakistan

The Delta Blue Carbon project will result in 127 million tCO₂e of emission removals over the 60- year project lifetime. This will be achieved through the restoration and ongoing protection of 224,997 hectares of mangroves by making use of Mangrove Stewardship Agreements to work in partnership with local forest-dependent communities.

The project’s activities assist these communities to adapt to the probable impacts of climate change. By improving the financial security and wellbeing of communities in and around the Project Area, the project will decrease people’s vulnerability to climate change-related shocks. The improved provision of mangrove ecosystem goods and services will

also improve the climate change resilience of local people.

By revitalising the degraded coastal habitat and ensuring its long-term sustainability, the project activities will also yield substantial climate change adaptation benefits for the biodiversity in the region.

The project is being implemented in the coastal portion of the Indus eco-region which is one of the 40 most biologically rich eco-regions in the world. The region is home to 11 globally threatened species, including the Indus River dolphin, the Indian Ocean humpback dolphin, the Indian pangolin, and the fishing cat.

This project is verified by the **Verified Carbon Standard**, and aligns with the above sustainable development goals.

Carbon Neutrality of Scope 1 and 2

Carbon Avoidance

Asia

Peatland restoration and conservation -in Indonesia

The Katingan Mentaya Restoration and Conservation Project is located within the districts of Katingan and Kotawaringin Timur in the Central Kalimantan Province of Indonesian Borneo. The project sets out to protect and restore 149,800 hectares of peatland ecosystem.

This includes the protection of existing peatland forest through satellite monitoring and fire management. The forests are monitored through high-resolution satellite imagery which allow for the quick detection of small scale disturbances, giving field staff the ability to intervene before degradation turns into deforestation.

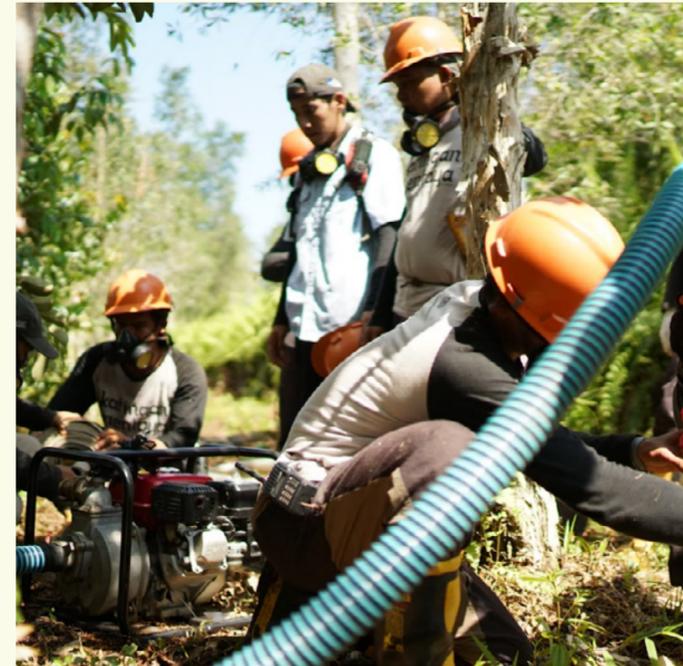
Through the protection and restoration of peatland ecosystems, the project pursues three core goals:

Firstly to protect the carbon stored within these peatlands and prevent its release into the atmosphere, mitigating climate change.

Second, to protect the rich biodiversity of the region; this area is an important habitat for a diverse community of plant and animal species, containing 44 critically endangered or vulnerable species, including 5-10% of the world's remaining Bornean orangutan population.

Third, this project works to improve the well-being and sustainable economic prospects of the 49,000 people in 39 villages, through initiatives such as micro-finance loans to support local female-led business, youth job training and internships, and the provision of health education and wellbeing support for the most vulnerable community members.

This project is verified by the **Verified Carbon Standard and Climate, Community and Biodiversity Standard**, and aligns with the following sustainable development goals.





Environmental Impact

Carbon Neutrality of Scope 1 and 2

Part 2

We have also invested in a UK Climate & Nature Fund. The fund is a portfolio of projects which align with the Oxford Principals and Science-based targets framework which support our mitigation of environmental impact alongside generating additional benefits for people and nature. As a large portion of our employees and emissions are based in the UK, it was important to support projects across England, Wales and Scotland, further aligning with our studio locations.

The funding allocated to the UK Climate & Nature Fund supports:

1. Restoring wildflowers, wetlands and wildlife in the UK with The Future Forest Company
2. Reforesting Scotland with The Future Forest Company
3. Community tree-planting across the UK with International Tree Foundation
4. Tree-planting around the UK with Protect Earth
5. Biochar carbon removal in Wales
6. Enhances rock weathering for carbon removal in the UK with UNDO

We also ensure that our 234 tCO2e Scope 1 and 2 emissions in FY2023-24 are recognised with:

- Over 234 m² UK habitat restoration
- 234 UK trees planted

The UK Climate and Nature fund supports 9 sustainable development goals.

UK Climate & Nature Fund

Ecologi

Site locations

With many more coming soon

9 sustainable development goals

4 project partners

Future Forest

UNDO Protect Earth

Partner spotlight

UNDO

Project type: Enhanced rock weathering

Locations: United Kingdom

Partners since: July 2024

We love this project because

Enhanced rock weathering (ERW) is an exciting new technology for carbon dioxide removal, and UNDO are right at the leading-edge. The process takes a natural geochemical process which removes carbon dioxide from the atmosphere (the 'weathering' of rocks) and accelerates it up to 50,000 times faster, by spreading crushed basalt on agricultural land.

What's really exciting is that research suggests that ERW can also produce benefits in the soil – increasing soil health and crop yields, as well as its crucial role in taking CO2 out of the atmosphere.

Read more about this project: <https://ecologi.com/projects/enhanced-weathering-UNDO>

Partner spotlight

International Tree Foundation

Project type: Community tree-planting

Locations: United Kingdom

Partners since: March 2022

We love this project because

Our work with ITF in the UK supports a range of community-led projects which restore woodland all around the UK – from southern England to Northern Ireland.

As one example, the Uigghader Living Forest Project (ULFP) is a community-driven reforestation initiative on the Isle of Skye. It focuses on restoring an old silva plantation by planting native trees to restore local biodiversity, improve soil health, and create habitats for wildlife. The project also aims to involve the local community in conservation efforts and environmental education, including the local primary school. Within the project area is the picturesque Lan an Eireannach, a small tributary of the River Snizort – and a crucial habitat for salmon.

Read more about this project: <https://ecologi.com/projects/reforestation-uk>

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Partner spotlight

Protect Earth

Project type: Tree planting

Locations: United Kingdom

Partners since: November 2020

We love this project because

Protect Earth works with landowners, environmental organisations, and the general public to achieve outcomes that are beneficial for people and for our planet. They help landowners plant trees on their land, and also buy degraded farmland to restore themselves. Protect Earth's knowledgeable team advises on what interventions would be most beneficial to local biodiversity, incorporating wildflower meadow creation, hedgerow creation and rewilding into their tree planting projects.

Read more about this project: <https://ecologi.com/projects/reforestation-uk>

Partner spotlight

Future Forest Company

Project type: Restoring wildflowers, wetlands and wildlife

Locations: United Kingdom

Partners since: May 2020

We love this project because

The UK's biodiversity is under immense pressure. Wildflowers in the UK have fared particularly badly over the last few decades – 92% of wildflower meadows have been lost since the 1930s. In 2023, we expanded our long-standing collaboration with the Future Forest Company to work together on the restoration of wildflowers, wetlands and wildlife across Scotland.

The FCC team has been working tirelessly to restore wildflower meadows, regenerate peatlands, and support habitats for wildlife here in the UK – with fantastic results already, with pine martens and rare butterfly species already spotted onsite.

Read more about this project: <https://ecologi.com/projects/wildflowers-wetlands-and-wildlife>

Scope 3

Scope 3 is the term used to describe indirect emissions that occur in the value chain of a company, both upstream and downstream, as defined by the GHG Protocol. BDP’s science-based target is to reduce scope 3 emissions by 46.2% by 2030 and over the past few years we have been improving our data collection process to provide increasingly accurate data.

During the setting of our targets in 2020, the calculations were predominantly spend-based, whereas this year more of our emissions have been calculated using actual data. This has been a collaborative effort across our IT, finance, HR, sustainability, and facilities management teams to improve data monitoring.

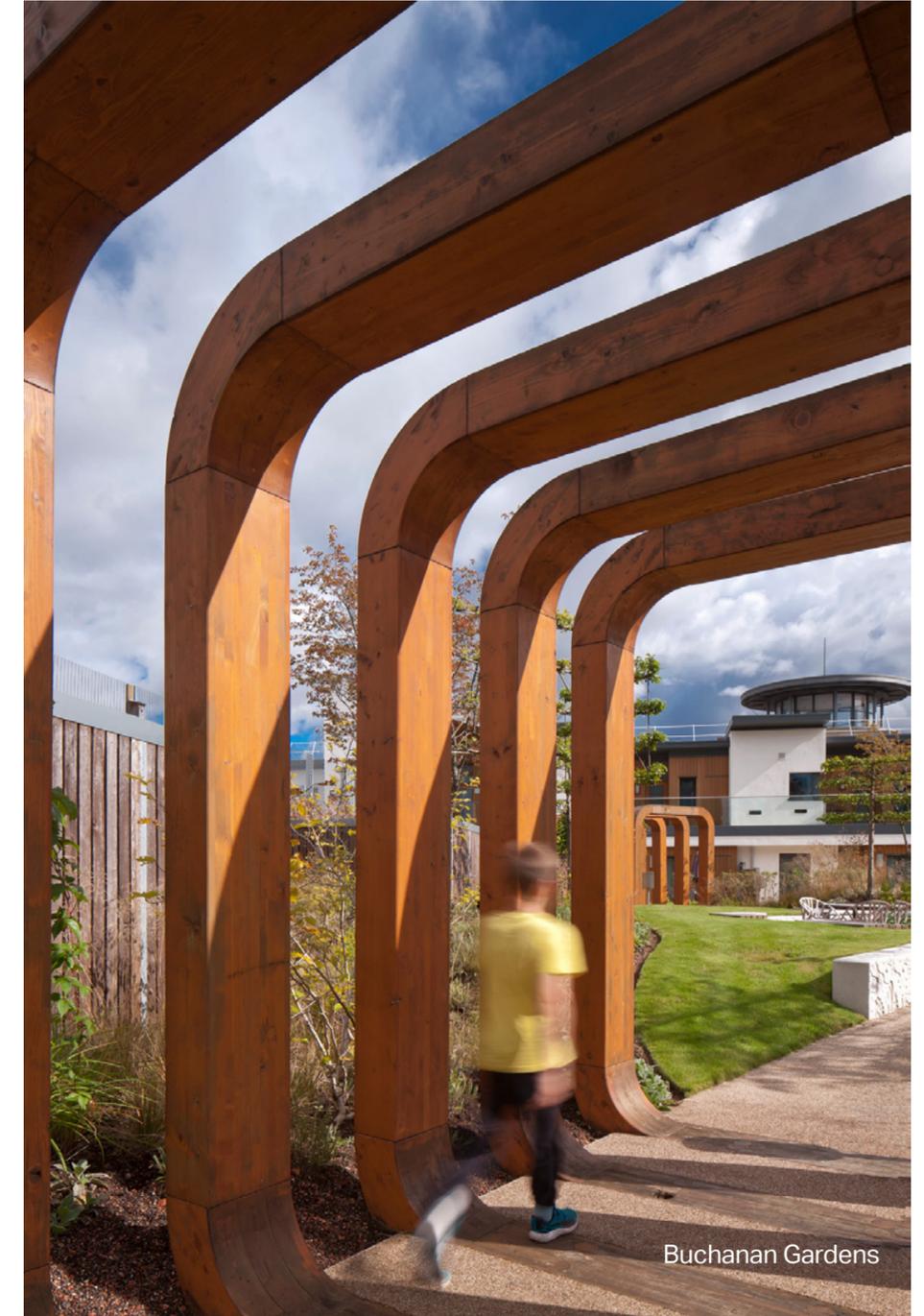
The details of our scope 3 emissions across business travel, commuting and homeworking, waste, water, and computing equipment are detailed within this section. These, combined with scope 1 and 2 WTT emissions, transmission and distribution emissions, and over 85% of our supplier services, form our total scope 3 emissions for BDP global.

The summary of our scope 3 emissions can be found below:

Section	Category	Market-based Emissions (tCO ₂ e)
3.1	Purchased Goods and Services	6259.279
	Water Supply	1.194
3.2	Capital Goods (including computing)	477.811
3.3	Scopes 1 and 2 WTT	29.930
	Transmission and Distribution	3.294
3.5	Waste Disposal	2.398
	Wastewater	1.448
3.6	Flights	581.029
	Grey Fleet and Hire Car	52.457
	Rail	240.854
	Taxi	8.290
	Hotel Stays	25.906
	Bus	0.117
	Commuting	318.286
3.7	Home-working	130.301
	TOTAL	8132.59

Table 11: BDP FY2023-24 scope 3 emissions split per category

Our scope 3 emissions in our baseline year 2019–20 when we set the 46.2% reduction target was 25,839 tCO₂e. Therefore the 2023–24 scope 3 emissions of 8,116 tCO₂e is a significant reduction. We recognise that this change is unusual, and likely due to the improvement in our data collection methods, transitioning to a more accurate approach than the previous estimations. While we are pleased to see reductions, we will be reviewing this change over the next financial year to determine the cause and review if utilising the 2019–20 baseline value is an appropriate comparison. We aim to continue reducing our scope 3 emissions year-on-year.



Buchanan Gardens



Environmental Impact

Scope 3

Business Travel

Business travel contributes to BDP’s scope 3 emissions. The nature of building design involves visits to site, alongside in-person collaboration and design meetings. However, BDP implements a Travel Hierarchy and Business Travel Policy which ensures that undertaking meetings online is considered first, before travelling to undertake meetings in person.

1. Propose that the meeting is conducted via Teams where possible.
2. Reduce the number of attendees for in-person meetings.
3. Avoid travel for just one meeting. Combine the journey with other meetings.

We monitor travel through our travel booking providers, which is then combined with travel booked through our expenses system. Travel bookings and expenses are monitored for all BDP global studios.

We monitor both distance (miles) where possible and emissions. As emission conversion factors can change, it’s important to review like-for-like comparisons with distances. The adjacent information details the modes of travel and the distance travelled in miles. This is compared against last year (FY 2022–23) and the baseline year (FY 2019–20), as well as across the last six years.

It is important to note that in the past, data was obtained from UK&I only, but due to improvements in data monitoring we are now able to obtain global travel data. This has resulted in an increase in BDP’s reported travel emissions, and we will be able to provide more accurate comparisons to this new global figure in next year’s ESG report. Therefore, miles travelled is higher than previous years, as the scope has increased. Looking at the split per mode of travel, miles have increased across train, flight, car and bus, with a reduction in taxi miles. We also monitor our non-emitting modes of travel which don’t contribute towards our scope 3 emissions such as walking and cycling. Our studios with bicycles for business travel utilise a log system where employees can sign-in and sign-out the bicycles as needed.

Mode of Travel	FY 2023–24 (Global) miles	% Change last year (FY 22–23)	% Change baseline year (FY 2019–20)
Train	4220520.1	723%	1990%
Bus	672.9	23%	N/A
Taxi	34661.5	-73%	-3%
Car	210328.2	69%	1426%
Flight	1421610.0	124%	26%

Table 12: BDP travel miles per mode of travel compared to last year and compared to our baseline year

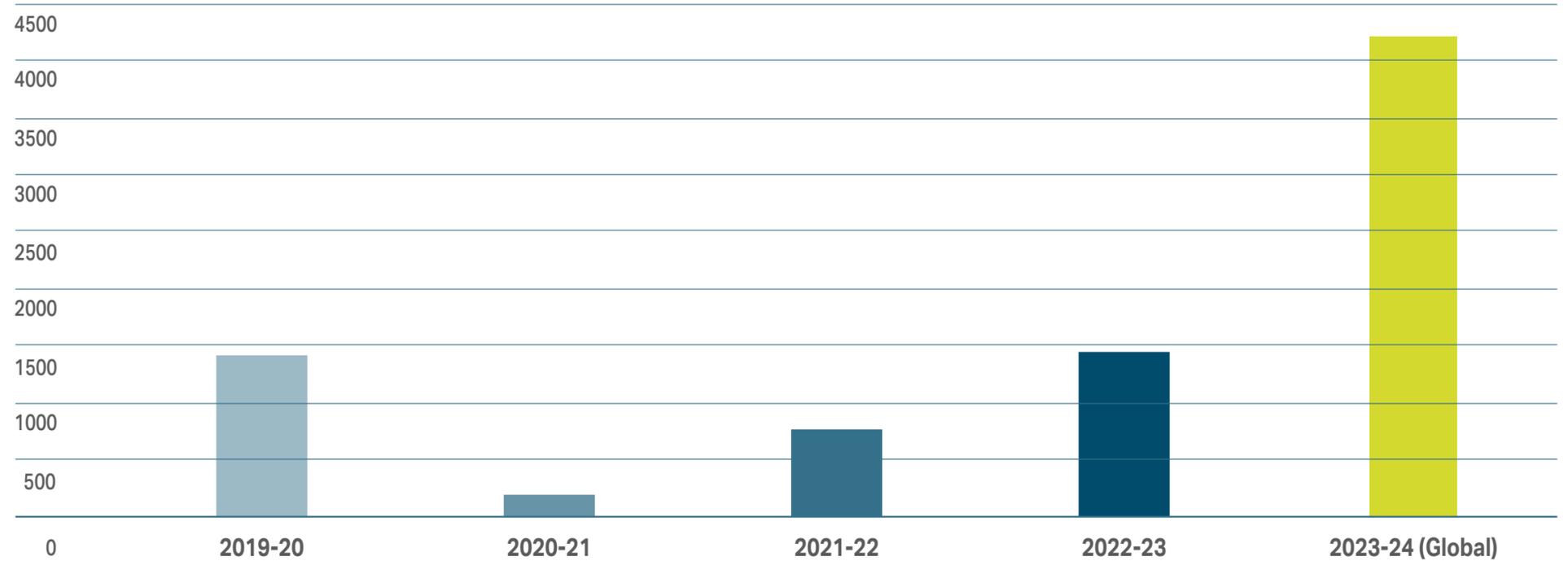


Figure 13: BDP business travel miles per capita (miles/capita)



Environmental Impact

Scope 3

We use the distance data and spend data to determine emissions. The summary of business travel, split per mode of travel and including hotel stays for this year, as used for our scope 3 emissions reporting, is detailed below:

We also monitor modes of travel in more detail. Our flight emissions are split per type of flight where booked through our central booking system. This ensures better understanding of where to focus reduction efforts. The information we receive from our expensed flights do not provide the level of detail to allow us to determine the flight split, and therefore these are shown in a separate category 'expensed flights'. We hope to gain greater granularity on this over the next year, and in the meantime estimate that the split will be similar to the data we do have on flight types.

Mode of Travel	FY 2023–24 (kgCO ₂ e)
Train	240853.8
Bus	117.5
Taxi	8289.8
Car	52457.1
Flight	581028.7
Hotel	25905.9
Total Emissions (kgCO₂e)	908652.8
Total Emissions (tCO₂e)	908.65

Table 13: BDP FY2023-24 business travel emissions by mode of travel

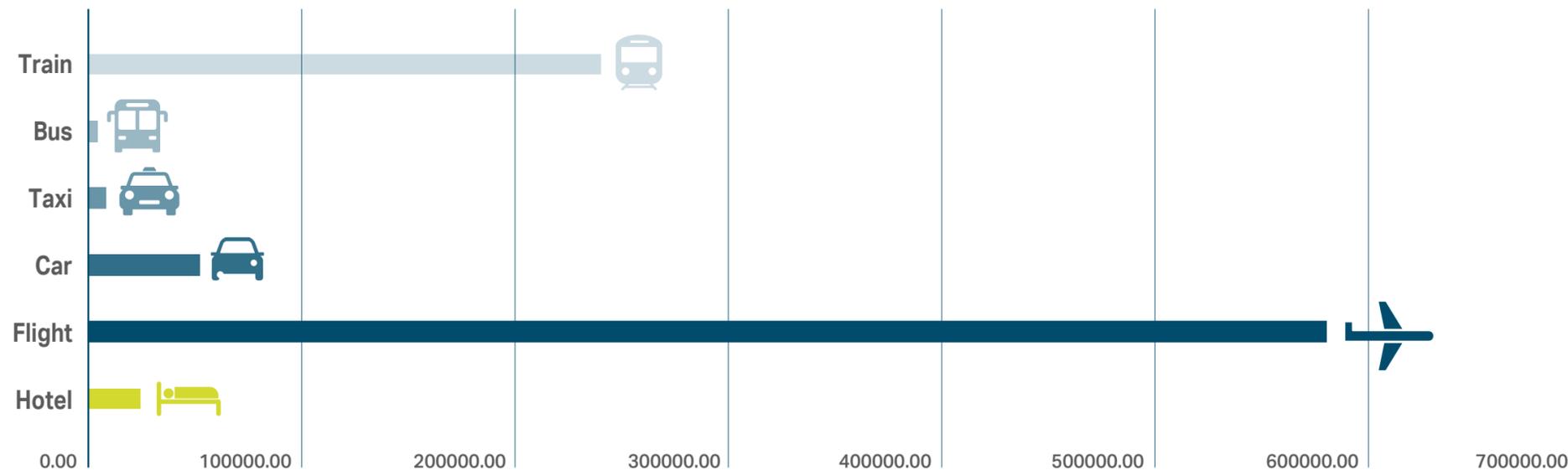


Fig 14: Business Travel Emissions (kgCO₂e)

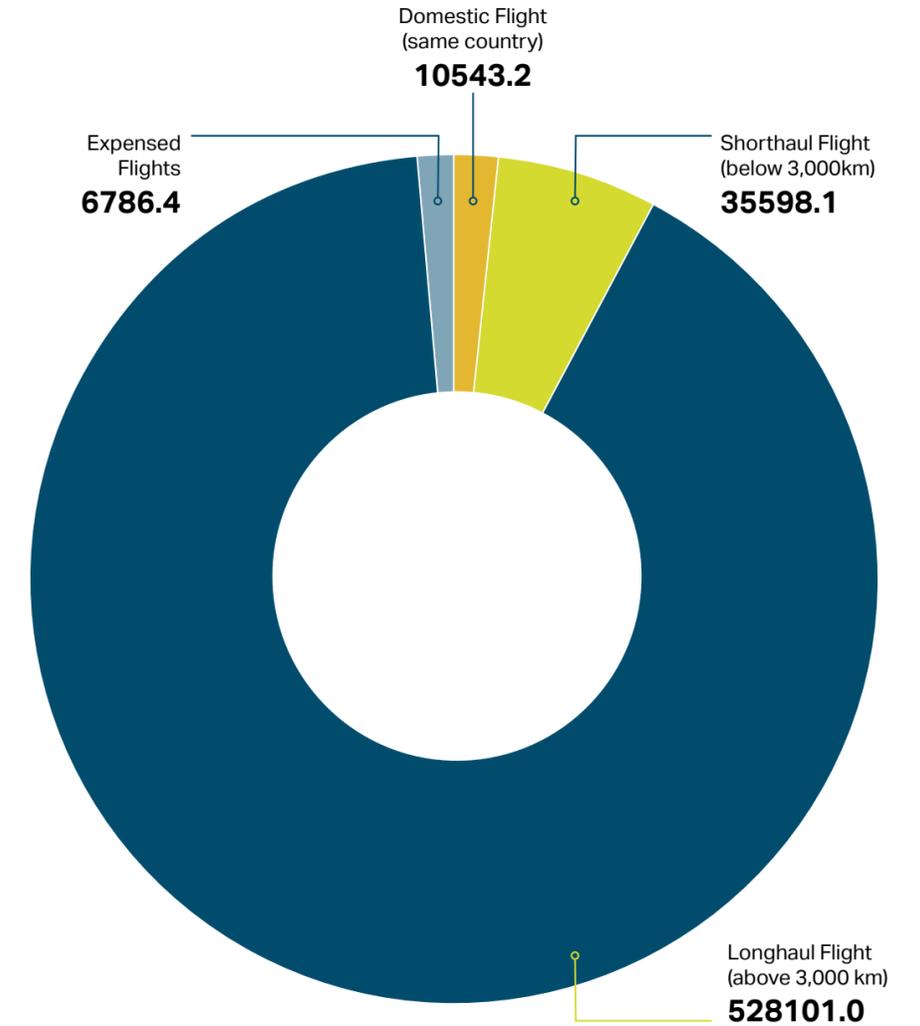


Fig 15: Flight Emissions (kgCO₂e)

Type of Flight	Emissions (kgCO ₂ e)
Domestic Flight (same country)	10543.2
Shorthaul Flight (below 3,000km)	35598.1
Longhaul Flight (above 3,000 km)	528101.0
Expensed Flights	6786.4

Table 14: BDP flight emissions split per type of flight

Scope 3

When focusing on travel only, we can compare to previous years. As mentioned, data was obtained previously from UK&I only, but due to improvements in data monitoring we are now able to obtain global travel data. This has resulted in an increase in travel emissions, and we will be able to provide accurate comparisons to this new global figure in next year's ESG report. The comparisons to the previous year (FY 2022–23) and the baseline year (2019–20) are shown regardless although these are not utilising fully global data.

Mode of Travel	FY 2023–24 (Global) kgCO ₂ e	% Change last year (FY 2022–23)	% Change baseline year (FY 2019–20)
Train	240853.8	723%	1988%
Bus	117.5	31%	N/A
Taxi	8289.8	-81%	-31%
Car	52457.1	57%	760%
Flight	581028.7	125%	77%

Table 15: BDP business travel emissions by mode of travel compared to last year and compared to our baseline year

The emissions have increased in line with the miles increase. We will be monitoring the trend of our business travel data, while acknowledging that travel is an essential part of the services BDP provides. Due to the development of additional international studios in recent years, such as New York, Lima and Toronto, there has been increased international travel as these studios have amalgamated and developed relationships with BDP's existing studios.

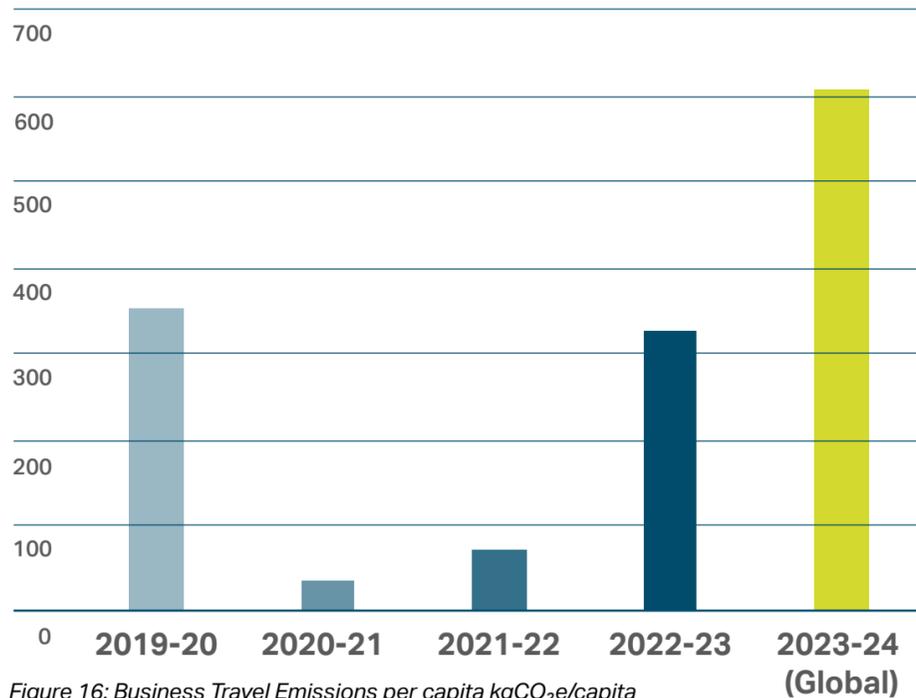


Figure 16: Business Travel Emissions per capita kgCO₂e/capita

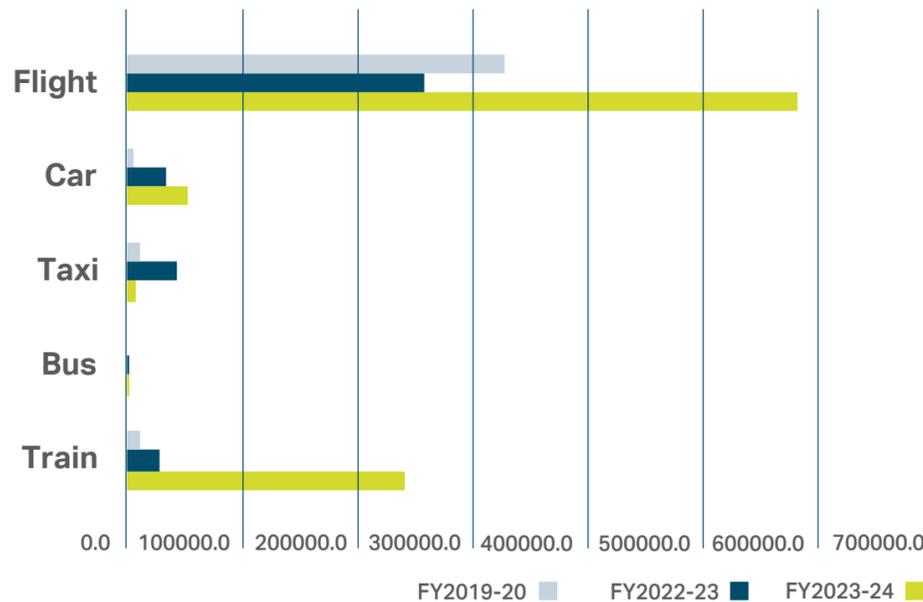
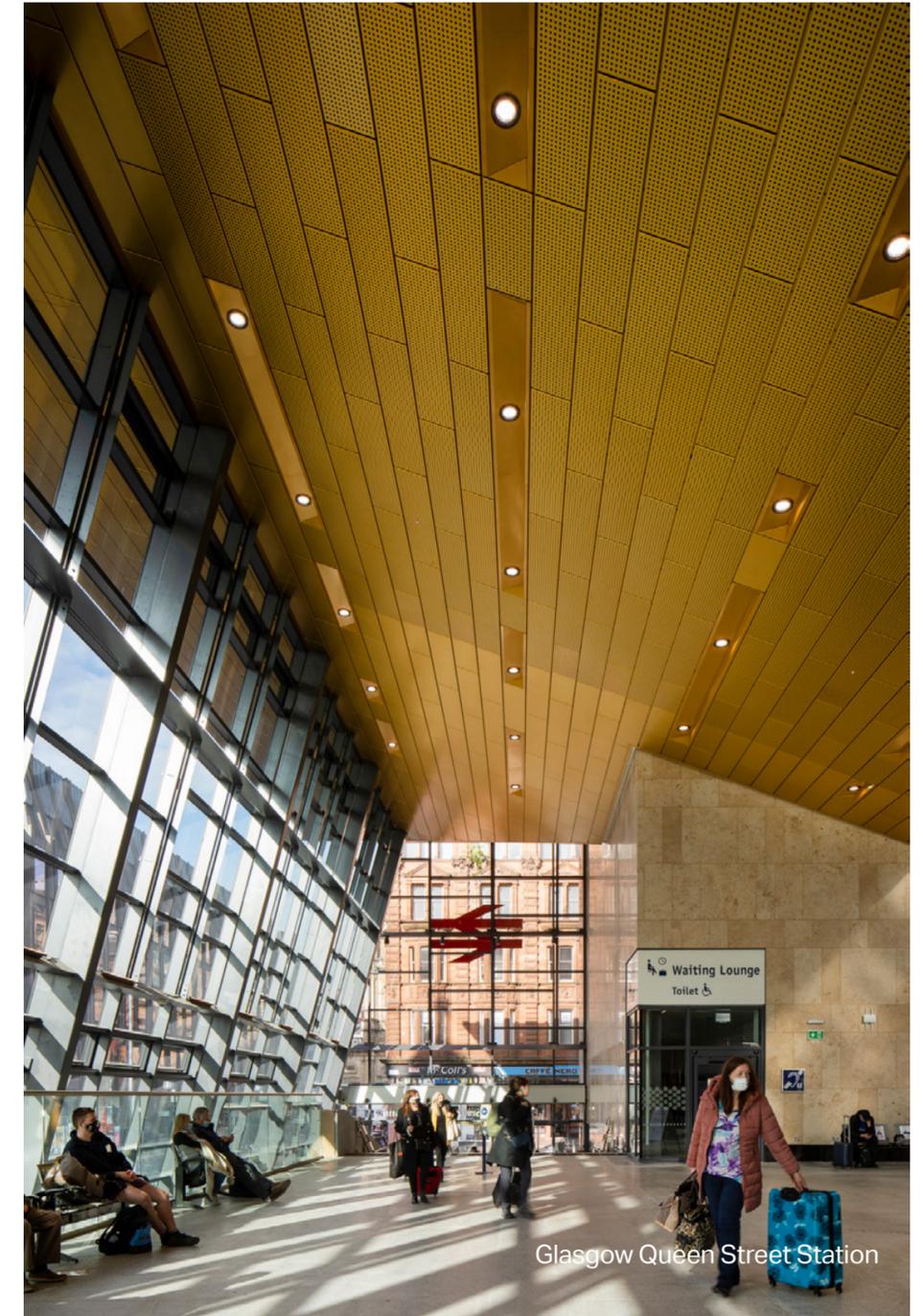


Figure 17: Business Travel Emissions (kgCO₂e)



Scope 3

Commuting and Homeworking

Our commuting and homeworking data forms part of our scope 3 emissions, and is calculated using information from an employee-wide survey undertaken in 2024. Carbon conversion factors are used for the mode of travel, and the distance travelled for each studio. BDP total commuting emissions for the 2023–24 financial year were 302.50 tCO₂e.

The graph below shows how BDP commuting emissions are split per studio where available. London has the highest number of staff so would be expected to have the highest proportion of our commuting emissions. We intend to continue with an annual survey to calculate our commuting emissions. Next years survey data will enable comparisons to this year, helping us to review trends and identify opportunities for improvements.

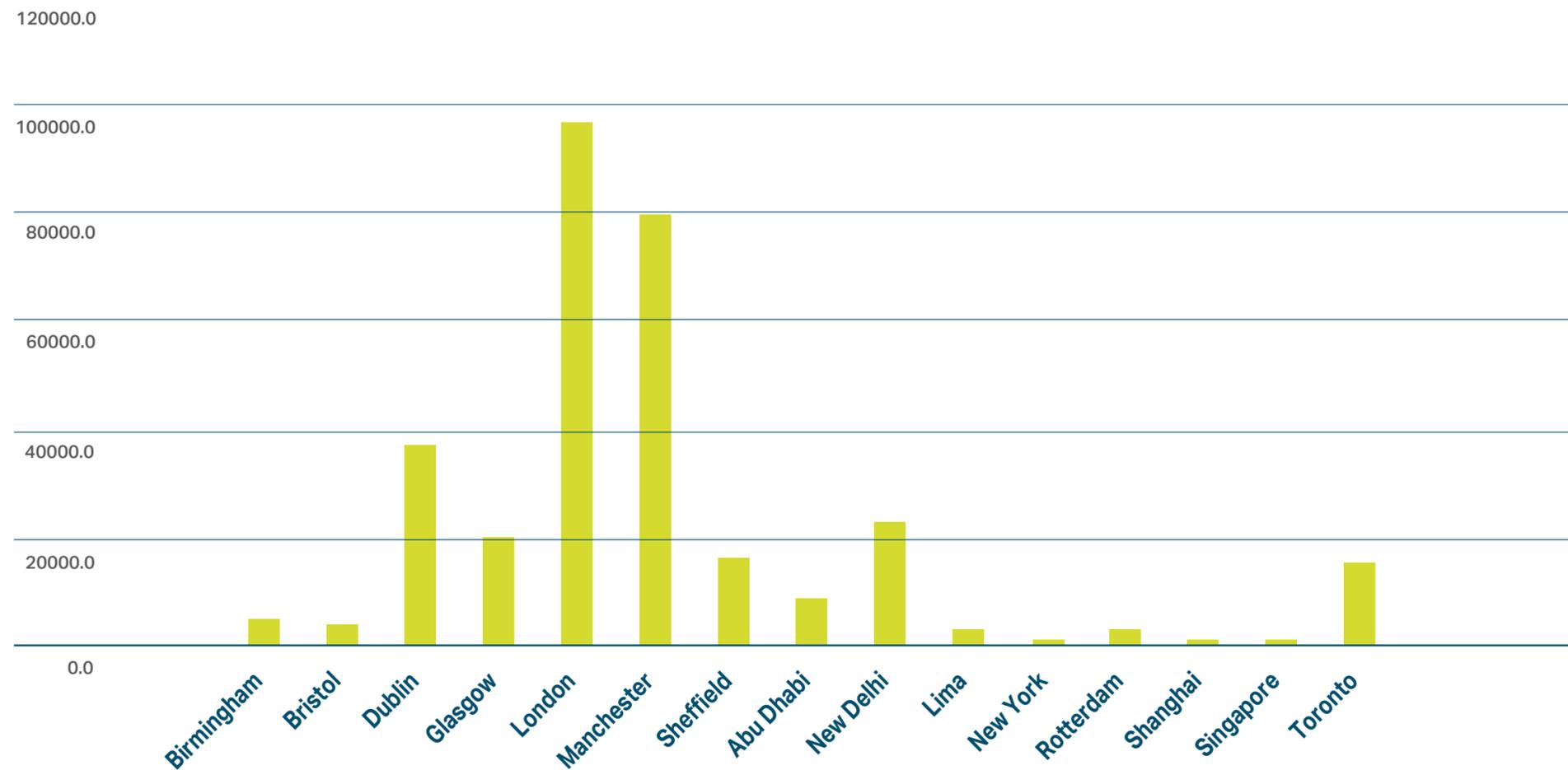


Figure 18: Commuting Emissions (kgCO₂e)



Michelle Xuereb
Innovation Director, Americas

“ I started cycling to work 18 years ago and have kept it up ever since. It helps me to start the day with some exercise and to clear my thoughts at the end of the day.

I used to take the shortest route to work possible, along a busy street, however since the pandemic I have changed up my route to be much more enjoyable. The new route takes me through High Park and then along the waterfront, spending very little time on major roads which also makes it safer and provides much better views! Somehow adding that five minutes to my ride pre-pandemic seemed inefficient, whereas now I can't imagine doing it any other way! **”**

Scope 3

We also monitor the mode of travel, particularly modes of travel which have emissions associated. The graph below details the distance travelled by each mode of emitting transport. We're pleased to see that much further is travelled by rail than by car and hope to see the distance travelled by car, and therefore emissions associated with car travel, reduce over the next few years.

Notably, when these modes of travel are compared with the emissions, the emissions associated with car travel is almost equal to the emissions associated with rail travel, despite the difference in miles travelled. This shows just how impactful utilising rail travel instead of using a car is regarding emissions.

This data also influences our studio action plans. Connectivity to local public transport hubs is an important factor in our choice of location for our studios. Walking and cycling is encouraged, and an important step towards reducing our scope 3 emissions. To facilitate this, BDP considers cycle storage and cycle facilities such as showers and lockers when determining studio location. In our Manchester studio, enhancing the shower, changing and drying facilities for cyclists will be part of the Project Scrunch initiative.

The 2024 survey also provided information on homeworking. The number of home-working hours each year were calculated for each home-worker type, and relevant carbon conversion factors used for homeworking hours. BDP total carbon emissions related to home-working for the 2023-24 financial year are 130.30 tCO₂e.

Total Homeworking Hours	
FY 2023-24	390379.5
Total Emissions (tCO ₂ e)	130.30

Table 16: BDP FY2023-24 homeworking hours and homeworking emissions

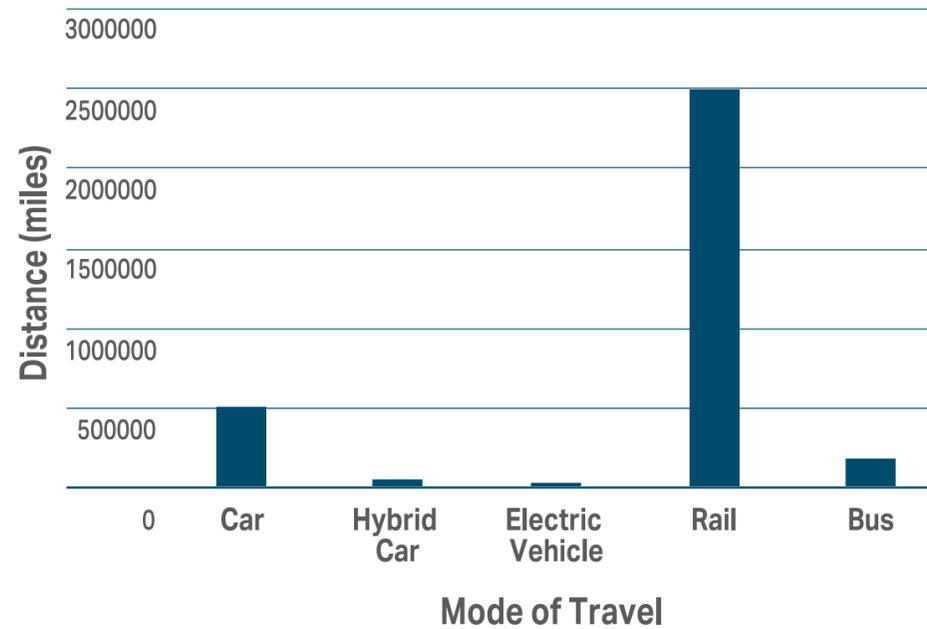


Figure 19: Commuting Travel Miles

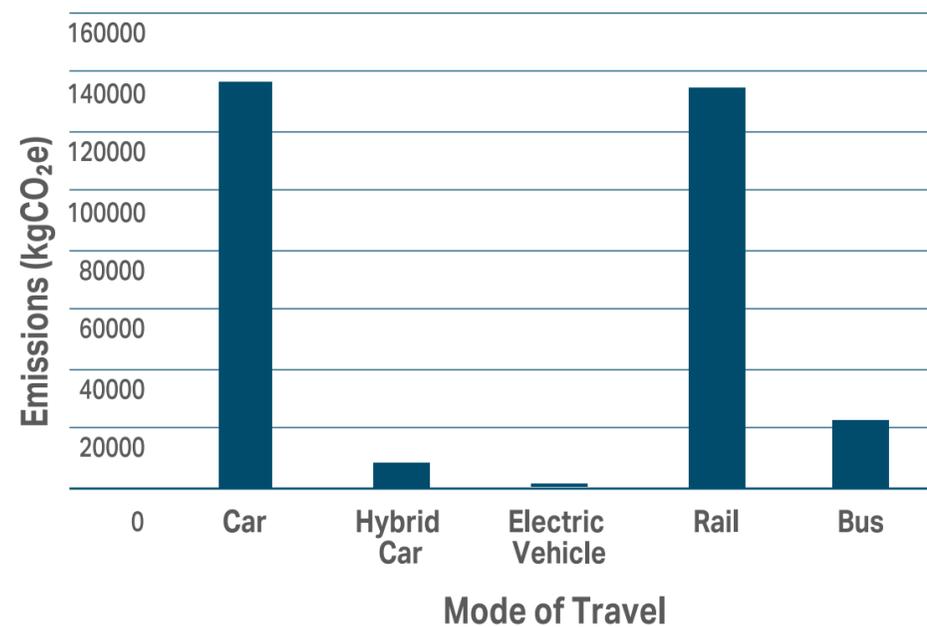


Figure 20: Commuting Travel Emissions



Claire Tyrell

Document Control

Deirde Loughlin

Financial Accounts Assistant

“ We took part in the Marchathon Step Challenge in March 2024, entering 7 teams and raising funds for Ronald McDonald House. The challenge was part of a behaviour change initiative to encourage sustainable travel and better health and wellbeing as part of Transport for Ireland’s Smarter Travel Programme. It was a team effort, and staff enjoyed participating and sharing photos of walks. ”

Scope 3

Waste

Part of our scope 3 emissions is the waste disposal from our studios. We measure waste consumption split per waste streams across our studios and use this consumption data, alongside relevant carbon conversion factors to calculate our scope 3 waste disposal emissions. As with much of the data we collect for environmental monitoring, using consumption data is a better indicator of trends and improvements as it is based solely on actual data, rather than dependent on annually changing conversion factors. Both consumption and emissions are detailed within this section.

In previous years we monitored only UK&I waste stream data, which increased to include some of our international studios last year (FY 2022–23) and now includes almost all of our international studios. We are unable to obtain information from our Lima studio and New Delhi studio due to the nature of the shared spaces.

The data for the past six years is shown adjacent. We have seen an increase in non-electrical waste as we have expanded our monitoring and included more studios within this figure. Notably, the total waste volumes are still lower than our FY 2019–20 baseline, even with the inclusion of the additional studios.

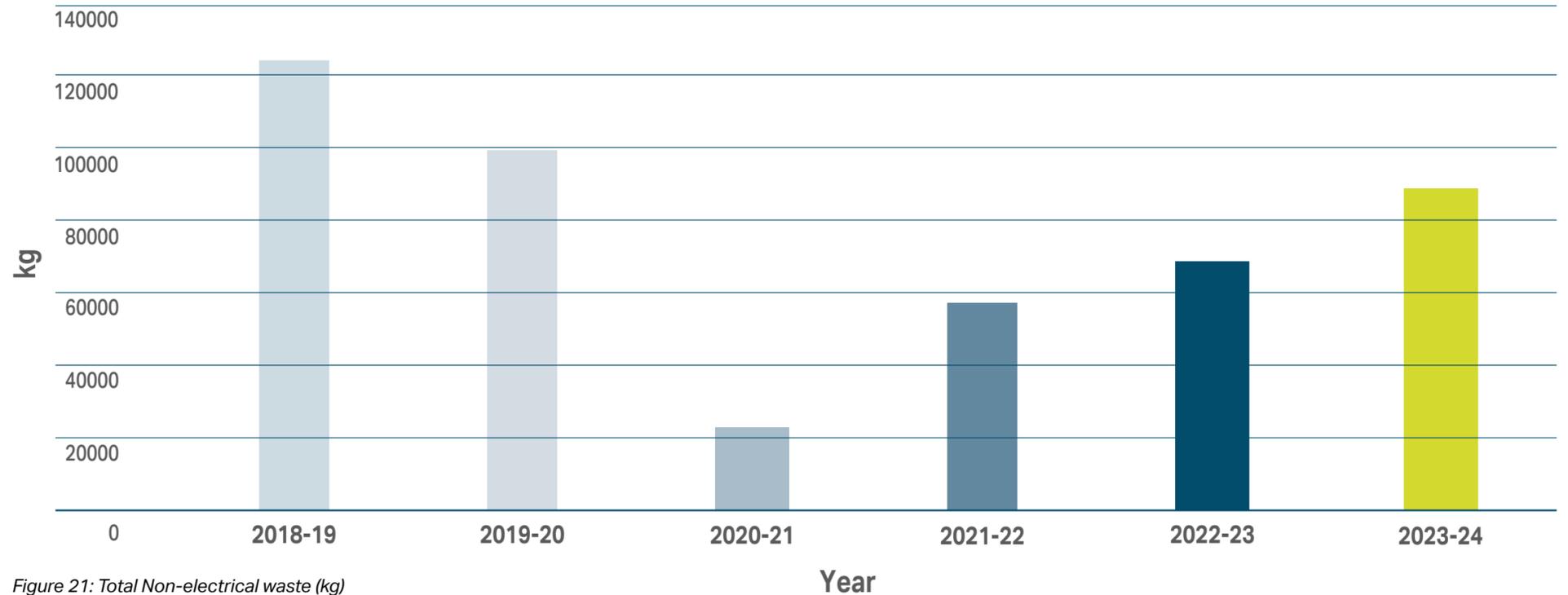


Figure 21: Total Non-electrical waste (kg)

Waste Global		2023–24 (Global)	2022–23 (Global)	% Change last year (FY 2022–23)	% Change baseline year (FY 2019–20)
White paper/Cardboard	Kg	2968	1940	53%	-58%
Comingled recyclables (plastic)	Kg	33251	23466	42%	-38%
Glass	Kg	50	60	-17%	-40%
Organic waste	Kg	35114	28288	24%	54%
General waste	Kg	16611	14194	17%	11%
Printer cartridges	Units	110	118	-7%	-10%
Mobile phones	Units	60	55	9%	1900%
Computers	Units	199	236	-16%	805%
Printers	Units	1	4	-75%	Increase from zero
Batteries	Kg	28	15	94%	-17%
Other WEEE	units	2272	1871	21%	459%
Total non-electrical waste	Kg	87993	67948	29.5%	-11.3%

Table 17: BDP waste volumes compared to last year and compared to our baseline year



Environmental Impact

Scope 3

The graphs below shows the comparisons for last year (FY 2022–23) and our baseline year (FY 2019–20) for each waste stream.

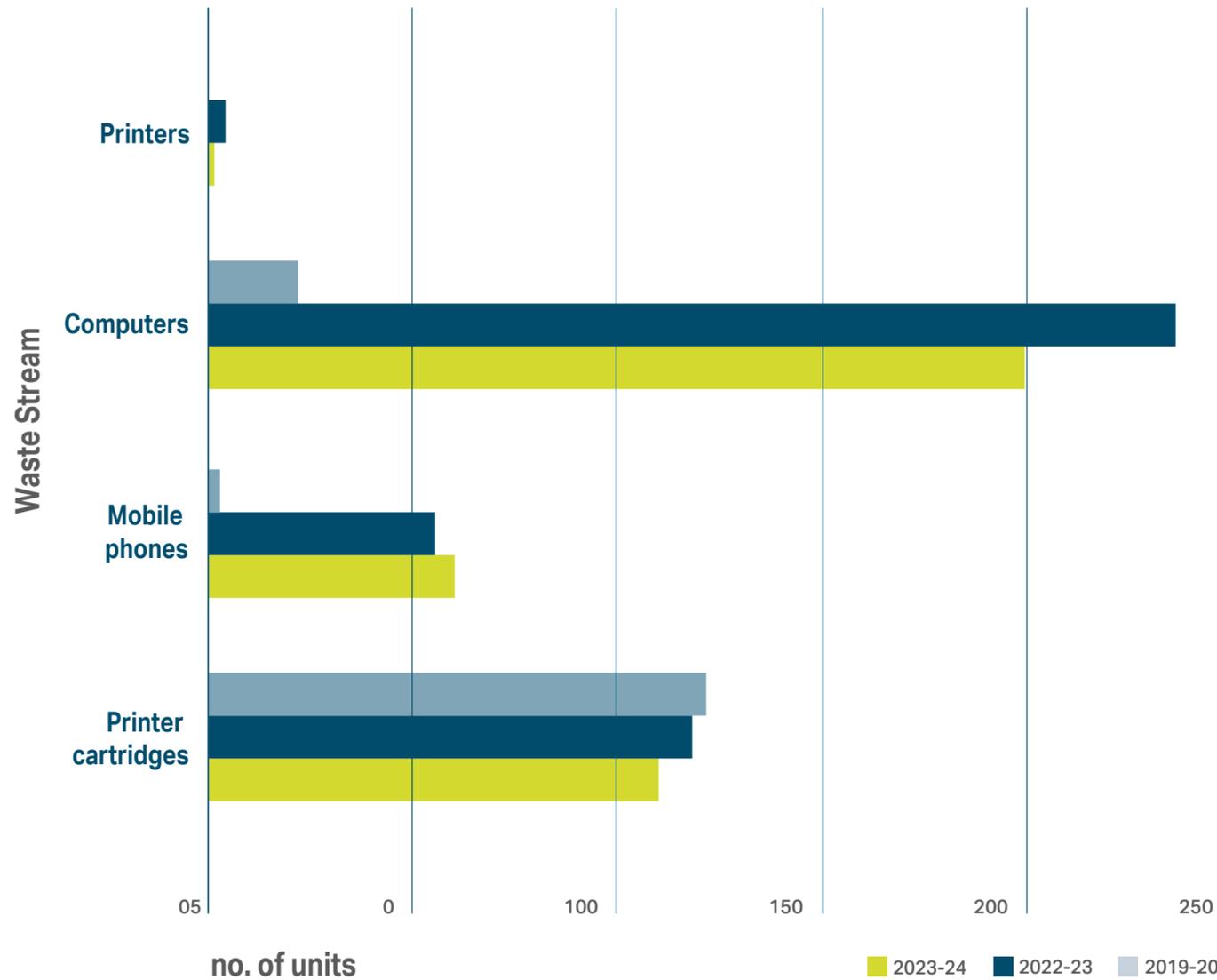


Figure 22: Total Electrical Waste (Units)



Figure 23: Total Non-electrical Waste (kg)

Scope 3

The total scope 3 waste emissions for this year are 2398.03 kgCO₂e. The split per studio is detailed below.

Studio	Waste disposal emissions (kgCO ₂ e)
Birmingham	349.71
Bristol	5.44
Dublin	187.72
Glasgow	185.04
London	566.17
Manchester	8.03
Sheffield	12.97
Abu Dhabi	125.32
New Delhi	Not available
Lima	Not available
Rotterdam	0.58
Shanghai	0.04
Singapore	0.19
Toronto	956.81
TOTAL kgCO₂e	2398.03
TOTAL tCO₂e	2.40

Table 18: BDP waste disposal emissions split per studio

Our Toronto studio has notably high waste disposal emissions because there is not sufficient information available to confirm the disposal route of the general waste stream. We have therefore assumed the general waste goes to landfill until the waste carriers are able to confirm otherwise, resulting in much higher disposal emissions compared to studios which utilise waste-to-energy and anaerobic digestion. We'll be working with the building managers to gain clarity on the waste disposal routes in the Toronto studio over the next financial year.

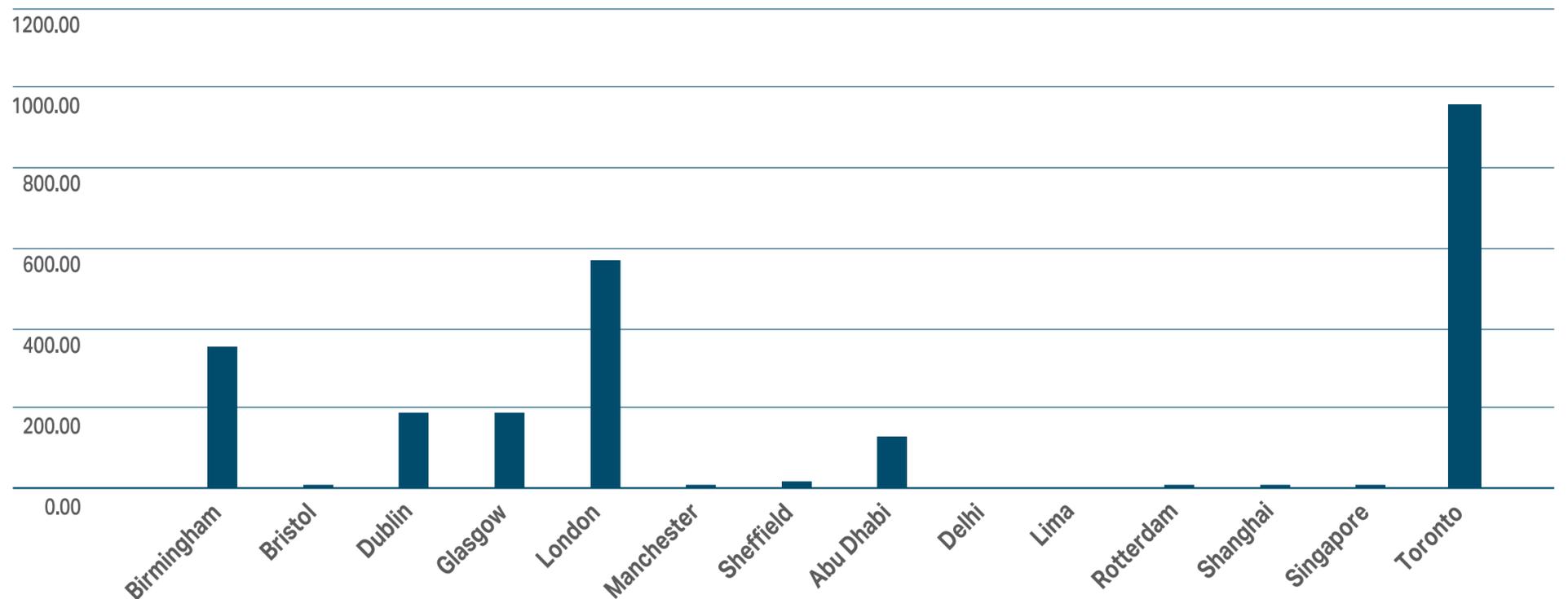


Figure 24: Waste Disposal Emissions (kgCO₂e)

Our London Studio accounts for 38.5% of our global employees, so we would expect this studio to produce greater volumes of waste. Overall, waste carriers chosen by BDP are those which avoid landfill wherever possible, and commit using waste-to-energy for non-recyclable items.

In London, our waste carrier First Mile are a zero waste to landfill company, with waste used for recycling, anaerobic digestion and waste-to-energy. Our WEEE waste carrier in London also recycles 100% of electronic waste with zero to landfill.

In Manchester, our recycling rate is consistently 70–80% with the remainder to waste-to-energy and anaerobic digestion.

In Sheffield, they also utilise zero waste to landfill, with recyclable waste used to produce mugs and bottles. Non-recyclable waste is collected and taken to the Sheffield Incinerator in South Yorkshire, where it is used to generate energy. Over a 12-month period, the office building in which the BDP Sheffield studio is located, produced 3180 kWh of electricity through waste-to-energy.



Environmental Impact

Scope 3



Susan Brookes
Associate, Office Manager

“ Since moving to 3 St Paul’s Place in December 2017, we have been part of St Paul’s Place wider site, utilising the site’s Veolia waste service, and Sustainable Advantage waste information provider. We receive details of the electricity produced from the waste-to-energy process, and the ash from the process goes into aggregate for roads, making it a fully zero waste to landfill solution. We’re pleased that the Sheffield studio uses services and providers driving innovation in this area. ”

Scope 3

Water

BDP monitors water consumption for our UK&I and Shanghai studios – our other international studios cannot access water consumption information due to the service and maintenance set-up in shared office spaces. We therefore use an estimation for these studios when calculating our scope 3 water supply and wastewater emissions, which is based on an average water consumption per m² for typical office spaces.

We acknowledge that these emission calculations could be made more accurate with actual data as opposed to estimations, and we are working closely with these studios to understand the scope for water meters or for information sharing from the building owner.

It is important to focus on consumption and actual reductions which can be made in line with our consumption targets. We therefore provide both consumption data for our UK&I studios in which progress can be tracked each year, alongside the estimations for scope 3 emissions purposes.

The adjacent graphs and tables detail the water consumption for our UK&I offices, with comparisons to last year (FY 2022–23) and our target baseline year (FY 2019–20). The Bristol studio has been excluded from these graphs and from the total per capita calculations due to a faulty water meter over previous years which is undergoing recalibration following its repair in this financial year. Over the last financial year, the meter has been repaired and is currently undergoing recalibration.

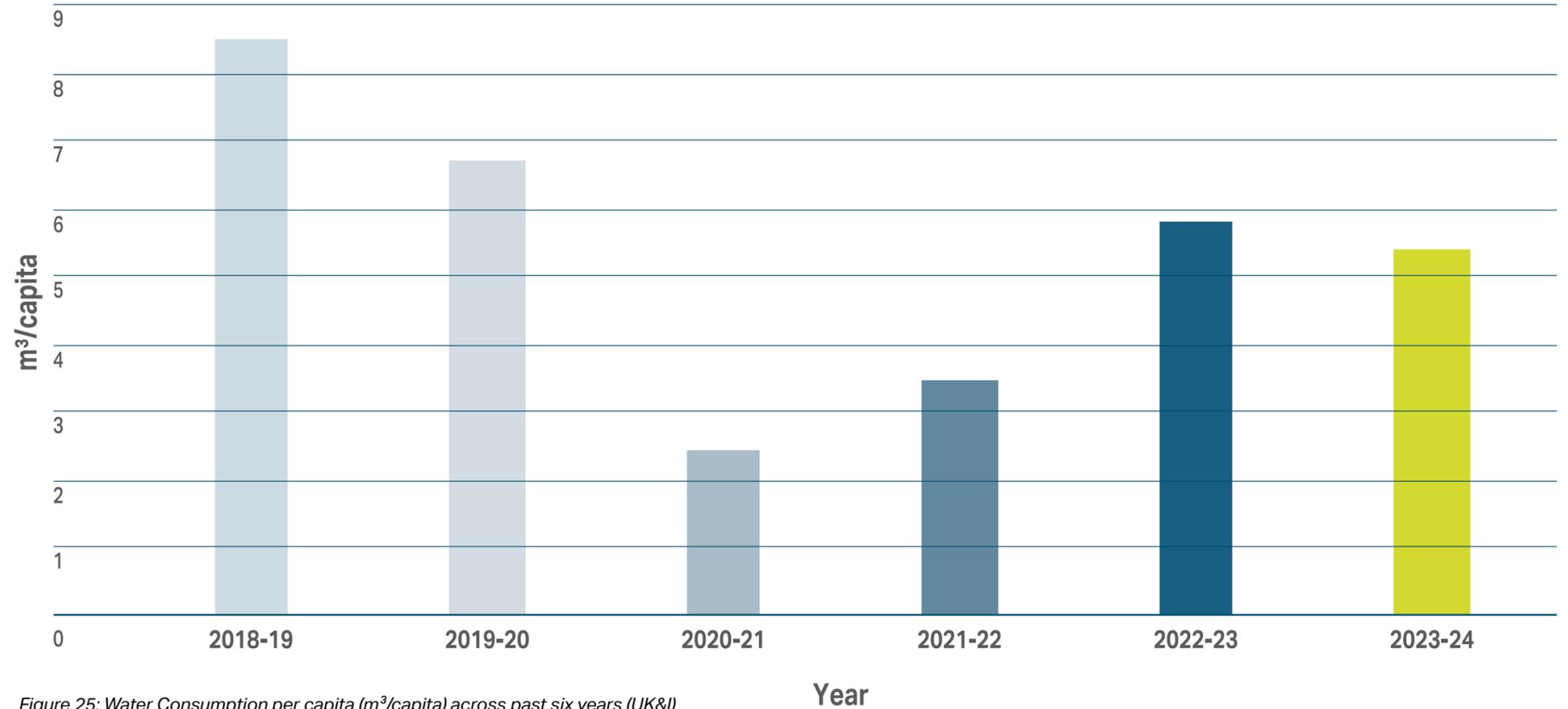


Figure 25: Water Consumption per capita (m³/capita) across past six years (UK&I)

UK&I	2023–24	% Change last year (FY 2022–23)	% Change baseline year (FY 2019–20)
Total (m ³) (excluding Bristol)	5284.2	1.6%	-13.9%
Per capita (m ³) (excluding Bristol)	5.37	-6.9%	-19.4%

Table 19: UK&I water consumption compared to last year and compared to our baseline year

The data shows that BDP has seen a 1.6% total UK&I consumption increase since last year (FY 2022–23), which is in line with the UK&I 8.7% staff increase. When the staff increase is accounted for in per capita figures, this shows a 6.9% reduction in water consumption compared to last year. Looking at our target baseline year FY 2019–20, the water consumption has decreased by 13.9% overall, and by 19.4% per capita. This is a positive move towards reducing the water consumed by each BDP employee.

Scope 3

The data split per studio is further detailed:

UK&I Water (m ³ /capita)	FY 2023–24	% Change last year (FY 2022–23)	% Change baseline year (FY 2019–20)
Birmingham	30.1	64.5%	295.0%
Dublin	2.5	5.5%	-47.2%
Glasgow	2.0	8.8%	9.4%
London	4.8	3.5%	-22.7%
Manchester	5.9	-38.8%	-18.7%
Sheffield	2.7	0.9%	-26.0%

Table 20: UK&I water consumption per capita, split per studio and compared to last year and to our baseline year.

This studio split shows that most studios have reduced consumption since the baseline year (FY 2019–20) and that there are two notable changes in water consumption since last year: a decrease in the Manchester studio, and an increase in the Birmingham studio.

The Birmingham studio increase is being reviewed by our sustainability team and the building manager. The shared office space is part of a complex which includes other businesses with potentially higher water consumption. We are reviewing this to determine the accuracy of our studio area split and water consumption. We hope that over the next financial year we will be able to further engage with the building owner and manager to provide some clarifications.

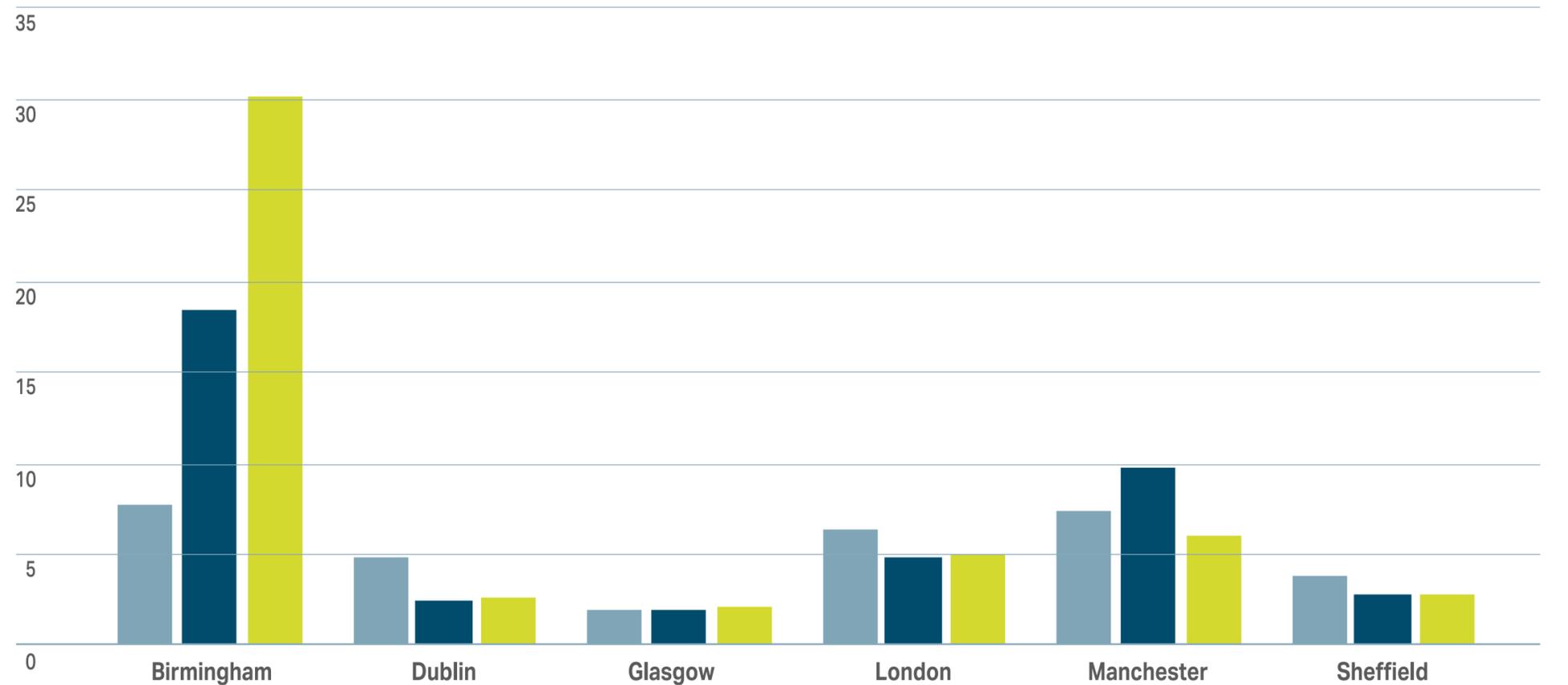


Figure 26: Water Consumption per capita (m³/capita)

■ Water Consumption per capita (m³/capita) 2019-20
■ Water Consumption per capita (m³/capita) 2022-23
■ Water Consumption per capita (m³/capita) 2023-24

Scope 3

This consumption data is used, in combination with estimates from studios where this data is not available, to calculate water supply and wastewater scope 3 category emissions. The emissions per studio are detailed below.

As expected, larger studios with more staff utilise more water and therefore have higher water supply and water treatment emissions.

Studio	Water Consumption per year (m ³)	Water Supply Emissions (kgCO ₂ e)	Water Treatment Emissions (kgCO ₂ e)
Birmingham	872.37	133.57	162.03
Bristol	322.90	49.44	59.98
Dublin	155.00	23.73	28.79
Glasgow	100.00	15.31	18.57
London	2597.00	397.63	482.37
Manchester	1363.54	208.77	253.26
Sheffield	196.32	30.06	36.46
Abu Dhabi	97.90	14.99	18.18
New Delhi	163.00	24.96	30.28
Lima	39.90	6.11	7.41
Rotterdam	128.70	19.71	23.90
Shanghai	240.00	36.75	44.58
Singapore	33.00	5.05	6.13
Toronto	1486.65	227.62	276.13
Total Emissions (kgCO₂e)		1193.69	1448.08
Total Emissions (tCO₂e)		1.19	1.45

Table 21: BDP water consumption, water supply emissions and water treatment emissions split per studio

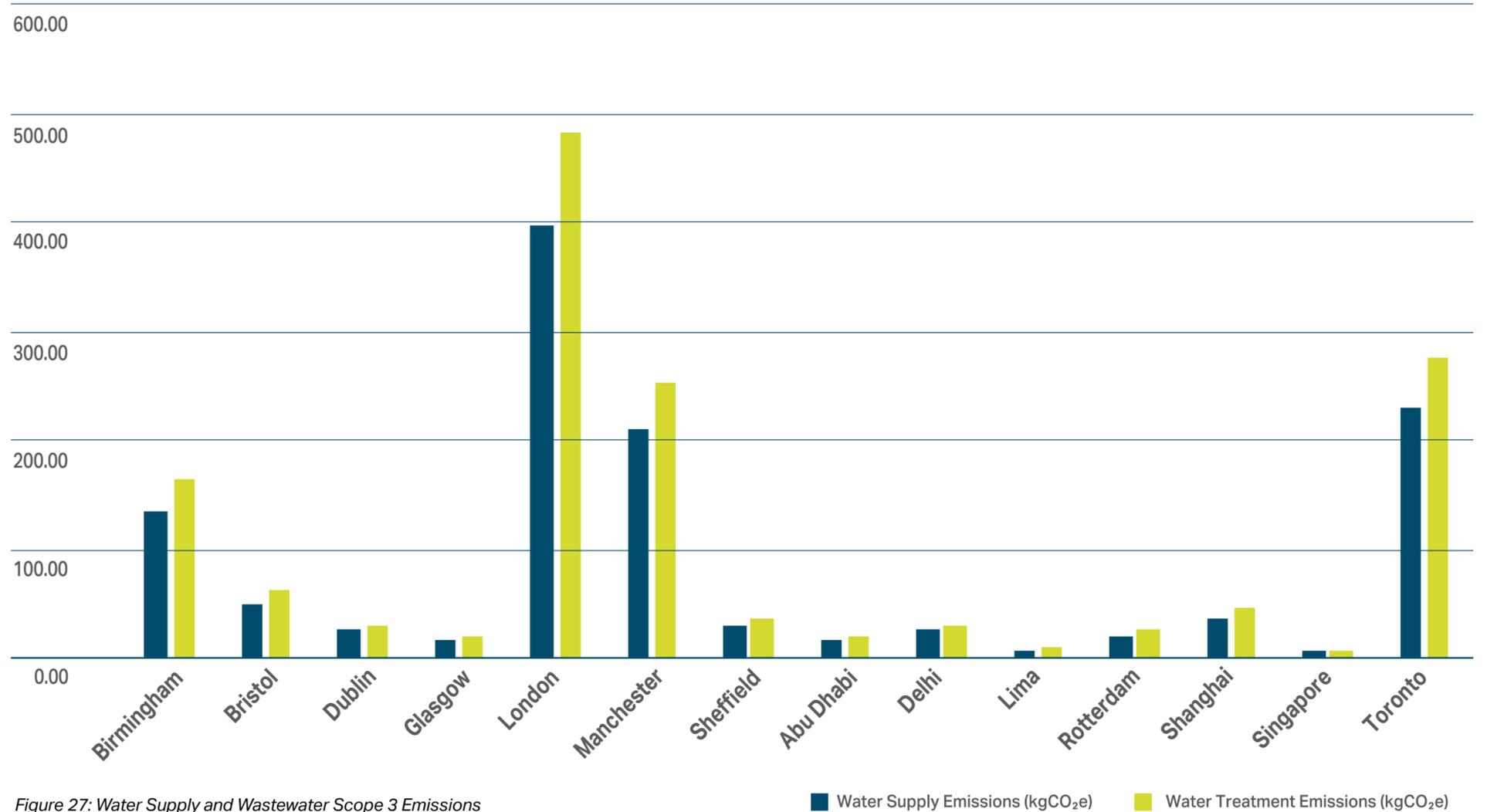


Figure 27: Water Supply and Wastewater Scope 3 Emissions



Environmental Impact

Scope 3

Computing and Office Equipment

We monitor the IT hardware purchased centrally, alongside IT and office equipment purchased locally at each studio location. These categories form part of our scope 3 emissions under our purchased goods and services and capital goods categories. The calculations consist of purchases of the following items:

- Software Subscriptions and
- Software Maintenance
- Software Purchases
- Hardware Maintenance
- Network Line
- EBA and Leases
- IT User Hardware
- Office IT Equipment
- Office Furniture

The data collected results in the following carbon emissions for the 2023–24 financial year:

Category	Emissions (tCO ₂ e)
Computer products (Purchased Goods and Services)	1916.29
Computer Products (Capital Goods)	473.60
Furniture	4.22

Table 22: BDP FY2023-24 computing and office equipment emissions

Purchased Goods and Services, and Capital Goods

BDP's purchased goods and services emissions are the highest of the scope 3 categories. In addition to our computing equipment, software, and maintenance, BDP's purchased goods and services emissions are calculated using our supplier spend information.

This year we reviewed 85% of our supplier spending, a figure we hope to increase year-on-year as we improve our data collection. The review involves a categorisation of each supplier into a SIC (Standard Industrial Classification) code, and then conversion

Section	Category	Market-based Emissions (tCO ₂ e)
3.1	Purchased Goods and Services	6259.279
	Water Supply	1.194
3.2	Capital Goods (including computing)	477.811
3.3	Scopes 1 and 2 WTT	29.930
	Transmission and Distribution	3.294
3.5	Waste Disposal	2.398
	Wastewater	1.448
3.6	Flights	581.029
	Grey Fleet and Hire Car	52.457
	Rail	240.854
	Taxi	8.290
	Hotel Stays	25.906
	Bus	0.117
3.7	Commuting	318.286
	Home-working	130.301
	TOTAL	8132.59

Table 23: BDP FY2023-24 scope 3 emissions split per category

into emissions utilising the specific SIC code carbon conversion factor from the UK GOV database.

The next step will be to increase the analysis from 85% to 95% by FY 2025–26, and to engage with our top suppliers to obtain their actual emissions and apportion these to account for BDP's share. We are currently reviewing our supplier questionnaire and reviewing options for utilising a digital solution to requesting and monitoring emissions information across our supply chain.

The split of our scope 3 categories, showing the high portion of purchased goods and services, is detailed below:

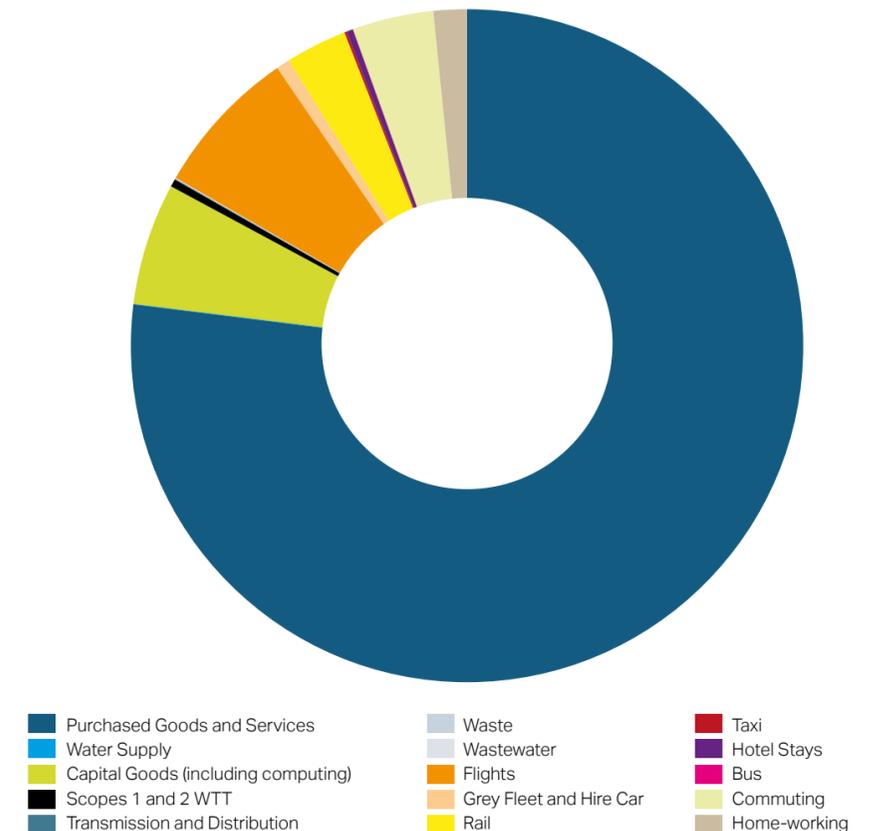


Figure 28: BDP scope 3 emissions split per category

Net Zero Carbon by 2045

BDP has set the ambitious target to be a net zero organisation by the year 2045. We aim to achieve this target through technology and equipment improvements, data monitoring developments, and a roadmap of local studio initiatives and wider BDP initiatives.

Being a net zero organisation to us means reducing all emissions by at least 90% compared to our FY 2019–20 baseline year, with a maximum 10% of final emissions counterbalanced through carbon offsetting schemes. This is in line with the Science Based Target’s initiative’s Corporate Net Zero Standard. After setting our near-term targets for 2030 through the SBTi, we intend to follow this format for our longer-term emissions targets.

Some of the local studio-based improvements planned over the next financial year are detailed below:



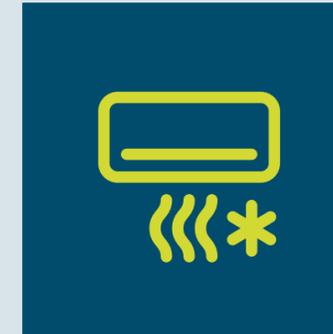
The Manchester studio is underway with **'Project Scrunch'** to make better use of office space and reduce the number of fixed equipment and monitor screens. This project also involves the **improvement of the cycle facilities** to encourage sustainable commuting and the refurbishment and fit-out of the kitchen which will be energy efficient.



The Bristol studio will be making energy efficiency **improvements to IT equipment**, with an initiative to upgrade monitor screens and donate old screens. They are also reviewing the waste stream monitoring processes with intentions to develop a new measurement process alongside their waste carrier.



The Dublin studio is investigating the extended use of Papercut software to **reduce printing and paper use**. They are also developing proposals to install a new water meter to better monitor water consumption to specific areas of the studio.



The London studio will be utilising in-house engineers to **investigate efficiency recommendations made following a TM44 air conditioning inspection**. They are also looking to replace outdated water heater and investigate splitting heating/cooling systems between floors.



The Toronto studio will be working with the building management to improve data monitoring around **water supply and waste disposal**, as part of a drive to increase data accuracy across the business.

Biodiversity

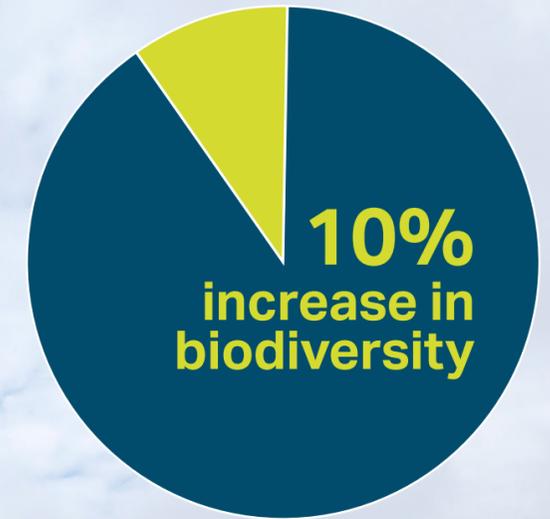
One aspect of environmental impact which is not directly related to carbon emissions is biodiversity. Much of the reporting and discussion of our environmental impact is around how to minimise negative emission impacts, and we recognise the importance of also monitoring non-emission environmental impacts. This monitoring focuses on how BDP enhances surrounding biodiversity.

We intend to develop our reporting of positive impact metrics over the next financial year, which will involve our impact to biodiversity at our studio locations. This process will involve the development of local biodiversity action plans to identify opportunities and track process.

As part of our continued collaboration with ID&E, we will be contributing reporting for the Taskforce on Nature-related Finance Disclosures (TNFD). This is a global initiative that provides a framework for assessment, reporting, and action on nature-related dependencies, impacts, risks and opportunities.

Our local biodiversity impacts, action plans and reporting as part of ID&E will align to form our biodiversity impact monitoring, part of BDP's overall ESG strategy.

BDP also focuses on biodiversity within our projects. As a result of the new Biodiversity Net Gain UK legislation which came into force in February 2024, most UK projects must provide a 10% increase to biodiversity. Our in-house sustainability team and ecologists assess biodiversity and support operations to minimise losses and ensure gains wherever possible in line with the mandatory requirements.



Zeist Kerckebosch

ISO 14001 and 50001

BDP has maintained ISO certification through the FY 2023–24 for both ISO 14001 and ISO 50001. The certifications are an important part of reporting compliance with ESOS (Energy Savings Opportunity Scheme) and demonstrating our commitment to continually improving our environmental impact. In May 2024 BDP underwent ISO 50001 recertification as part of the 3-year certification cycle involving annual surveillance visits. The next surveillance visit for ISO 14001 is due to take place in September 2024.

These visits are a useful tool for identifying opportunities for improvement and efficiencies as well as confirming our progress. The following opportunities for improvement were identified at the recent ISO 50001 recertification:

- Develop further documentation of the methods and criteria used to develop and undertake the energy review process.
- Enhance the overarching roadmap plan for reducing energy use and achieving carbon neutrality.
- Develop robustness of predicting future energy use.
- Develop an energy and environment handbook for office managers and document further detail of discussions with office managers during internal audits.
- Utilise an internal calendar to flag events which pose opportunities for sustainability communications.

One area with particular positive feedback from the ISO 50001 recertification was the IT energy saving initiative. This initiative was undertaken throughout 2023–24 with BDP’s IT team, office managers, and sustainability team. This included:

- Development of a comprehensive Procurement of IT Equipment Strategy.
- Upgraded storage requirements to a new energy efficient solid state.
- Upgraded server environment in the London studio. Number of servers reduced from 7 to 3, which are more efficient, require less cooling, and use less raw materials.
- Server room operating temperatures increased to 23°C from 21°C (London) and from 22°C to 23°C (Manchester), reducing cooling requirements.
- Hibernation was launched globally for tower work stations after 90 minutes of inactivity. For laptops this involved a change to a more energy efficient ‘hibernation’ as opposed to ‘sleep’ mode.
- Monitors on desks newly reconfigured to revert to low power mode.



Andrew Swain-Smith

Principal and Head of Building Services Engineering and Environmental Design

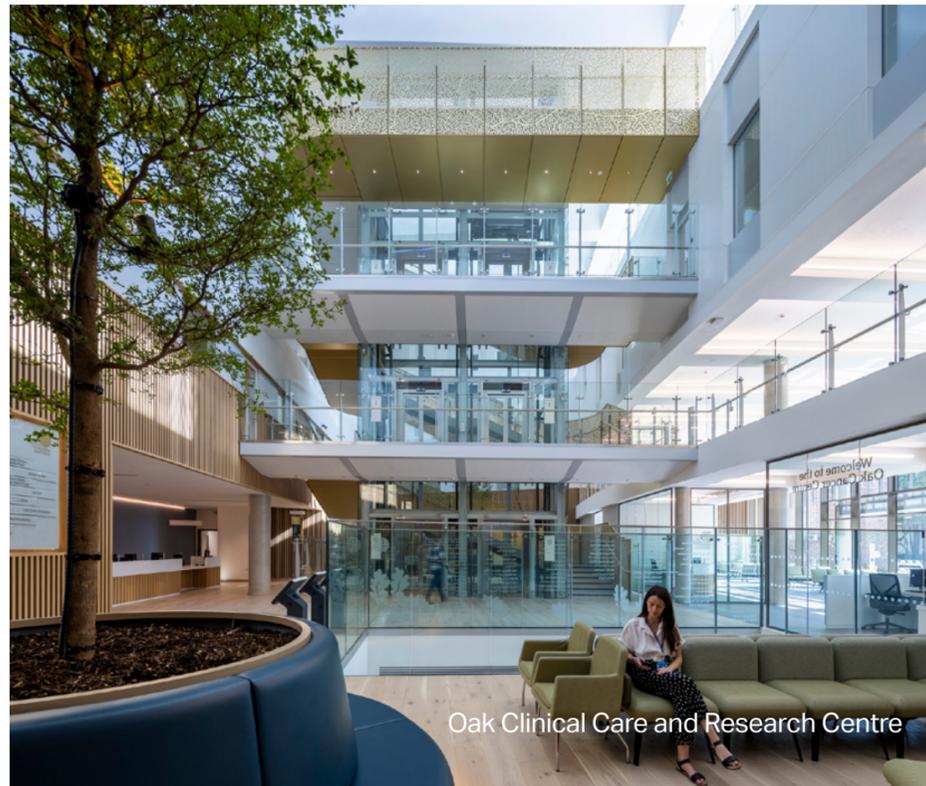
“ I take pride in championing our environmental and energy management systems, including our biannual management review of current policy, ongoing performance, resources required and further metrics. During the May 2024 ISO 50001 re-certification we were able to explain to the auditor the improvements we have made and receive constructive feedback on areas to develop further. My role is to ensure that BDP’s senior leadership support our sustainability team as they continue to identify efficiencies and propose initiatives. ”

Regenerative Design

Advancing towards a better future: embracing regenerative design

Embracing the holistic vision of sustainable and regenerative design is essential for crafting a better future. BDP are committed to understanding the whole life impact of our design decisions, and continuing to push the boundaries of what's possible.

We believe in the power of design to create positive change and address future challenges. One of our key commitments is to design enduring places that enhance the well-being of the people, communities, and support society to thrive, while nurturing environments for future generations to come.



Oak Clinical Care and Research Centre

Built for good: driving climate action through design quality and inclusive participation

Cultural shift: collaboration and championing behavioural change for positive impact

Over the past few years, we have recognised the need for a shift in collective behaviour to embrace a new, universal vision that fosters unity among different disciplines around climate action. This requires collaboration, education, and knowledge sharing, supporting clients and all stakeholders to make informed decisions that prioritise sustainable development.

Therefore, we committed to upskilling our team and to creating spaces for knowledge sharing, training, and guidance.

In 2024 we launched a new group of sustainability champions across all our studios. This network is focused on boosting ambition, knowledge, and performance-based design to support various teams in delivering better outcomes, particularly in the early design stages. The goal is to facilitate and enhance effective collaboration, challenge preconceptions, and redefine conventions with innovative forward-thinking approaches to push boundaries of new possibilities.

Our aim over the next financial year is to continue to foster change by empowering BDP's staff at every level to acquire, share, and apply their knowledge throughout the design process, enabling everyone to contribute effectively.



Golnaz Ighany
Director, Architect-Sustainability

“ For us, sustainable development is not merely a goal, but a fundamental principle woven into every aspect of our work. We recognise we have a unique opportunity to move beyond simply avoiding harm and actively generate positive change by crafting places that are resilient, economically responsible, ethical, equitable, and respectful of our planet’s long-term carrying capacity. ”

Climate and Social Action Design Framework

System change: Climate and Social Action Design Framework

Utilising the experience of our multidisciplinary team, we developed a Climate and Social Action Design Framework which launched in 2024.

This new framework replaces conventional design processes and norms, and embodies a transdisciplinary approach, uniting various disciplines around a common goal: climate action.

This strategic tool guides our approach to regenerative and high-quality design, ensuring alignment with the United Nations Sustainable Development Goals (UN SDGs). The primary focus of the new framework is to support achieving Whole Life Net Zero Carbon across all projects, facilitating the establishment of clear and measurable targets.

The framework is an interactive tool that identifies specific KPIs tailored to project and client requirements. These KPIs enable continuous performance tracking and improvement, ensuring that environmental standards are upheld from inception to post-occupancy. It tracks performance while enhancing communication, feedback, and response with clients, design teams, and consultants, fostering a knowledge-sharing platform.

Key Themes of the Framework

The Climate and Social Action Framework is structured around ten main themes, each addressing critical aspects of sustainable and regenerative design:

- 1. Land Use and Ecology:** Promoting biodiversity and responsible land use.
- 2. Health and Wellbeing:** Ensuring designs contribute positively to occupants' physical and mental health.
- 3. Communities and Social Value:** Enhancing social value and community engagement.
- 4. Embodied Carbon & Circular Economy:** Minimising embodied carbon and promoting circular economy principles.
- 5. Whole Life Carbon Thinking:** Considering the impact, cost, and carbon footprint over the entire lifecycle of a project.
- 6. Water Cycle:** Implementing sustainable water management practices.
- 7. Passive and Active Design:** Optimising both passive and active design strategies for operational energy efficiency.
- 8. Innovation and Resilience:** Encouraging innovative solutions and enhancing resilience against climate change.
- 9. Performance Verification and Aftercare:** Ensuring performance targets are set and maintained throughout the design process up to post-occupancy.
- 10. Mobility and Connectivity:** Promoting sustainable mobility and connectivity solutions.

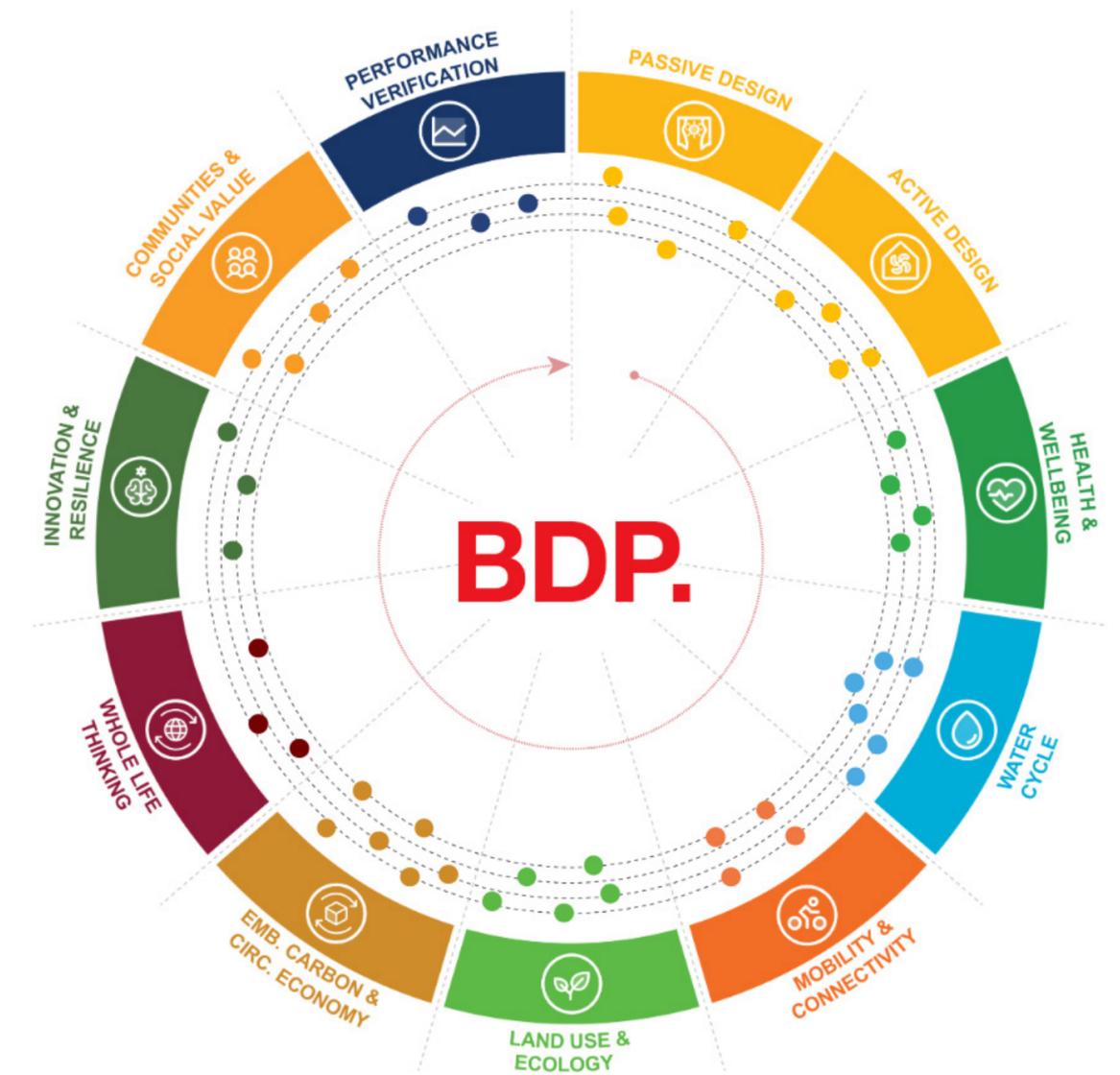


Figure 29: BDP's Climate and Social Action Design Framework



Science Based Targets

We monitor progress against our science based targets. The graph below tracks our scope 1 and scope 2 emissions in line with our targeted reduction by FY 2030 and further projections. While there has been a small increase in our scope 1 and 2 emissions this year compared to last year, we are still ahead of schedule for our scope 1 emissions, below the estimated projections. We have also made good progress into expanding our data monitoring across the scope 2 emissions, and the increase in scope 2 (electricity) conversion factors has accounted for much of the increase we see compared to last year.

Over the next financial year we intend to continue reducing gas consumption across our UK&I studios to ensure we continue to stay on track with our scope 1 target, and making the switch to renewable electricity for our international studios to reduce our scope 2 emissions.

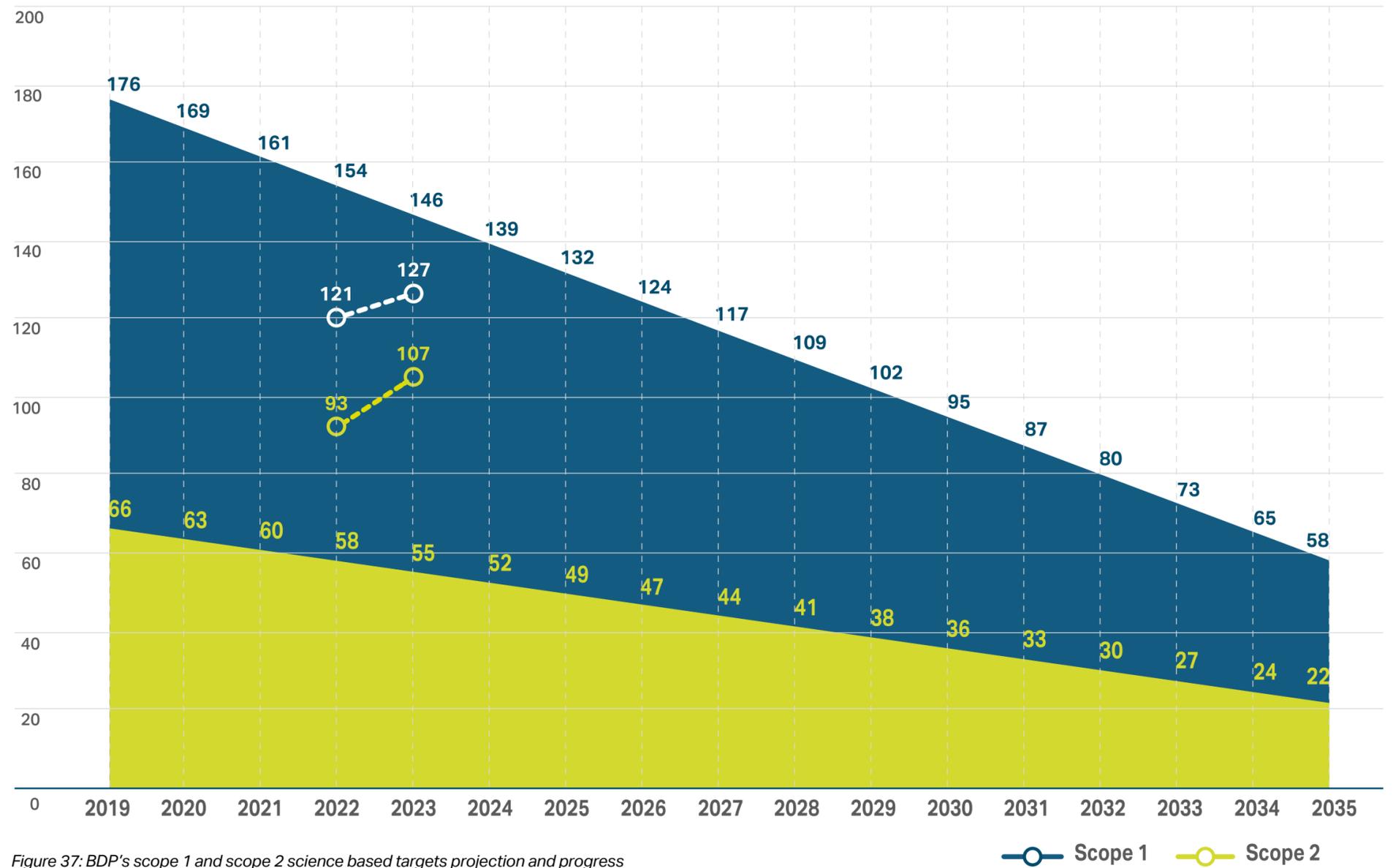


Figure 37: BDP's scope 1 and scope 2 science based targets projection and progress



Environmental, Social & Governance Report 2023–2024

5 Social Impact

BDP.

Livatt Mall, Hammersmith

When our founder, Professor Sir George Grenfell-Baines, first coined the idea of building 'sustainable places for people', he spoke to the importance of creating spaces that enrich the communities and environments around them. As an early nod to the emphasis on social values in today's industry, the idea of designing inclusive, responsible and resilient spaces has been part of our ethos since the inception of the practice in 1961.

Our **Social Value Strategy** was launched last year and the following section of our report details the stakeholders it has reached and the impact it has created for BDP.

Our Social Value commitments in our Social Value Policy:

1. We aim to have a net positive impact on local communities where we operate. We will build relationships with key stakeholders so we can understand their social and economic priorities and focus our efforts on where we can have the biggest impact.
2. We will donate BDP resources to help tackle social issues.
3. We will demonstrate good corporate citizenship by the way we do business responsibly.
4. We aim to make BDP a great place to work by listening to our employees and encouraging them to share their views on how we can have more of a positive impact.



Supporting Local Communities

BDP's Charitable contributions
£24,332

Employee payroll giving in the UK&I
£ 2,352

7 BDP employees enrolled on the GAYE (Give As You Earn) scheme, donating a total of **£196 per month**.

AKT - £1,110 This is the second year our UK colleagues have supported AKT, an LGBT+ Youth Homeless charity, raising funds at our Pride events.

Women for Women International - £1,200 As part of this year's International Women's Day, we celebrated the achievements of women, educated ourselves on issues women face in the workplace, acknowledged the challenges, and encouraged allyship. We also raised funds for Women for Women International.

Japanese Red Cross Society - £1,040 consisting of £520 employee donations and £520 BDP match fund. Following the earthquake in Japan during winter 2024 BDP wanted to support the Japanese Red Cross Society with their rescue and recovery efforts.

Shelter - £100 Christmas staff donation.

Giving Isn't Seasonal – In-kind donations and festive fundraising:

- **Birmingham** Studio donated items to Birmingham Central Foodbank.
- **Bristol** Studio donated to South and East Bristol Foodbank.
- **Glasgow** Studio - 2023 marked the Glasgow studio's 10th anniversary for donating gifts to the former YPeople, now Rightthere.org Charity.
- **London** Studio collected items for Wrap Up London, Hackney Foodbank and the Pillion Trust.
- **Manchester** Studio, in addition to providing support for Cash For Kids, the Studio supported the Pendle Mountain Rescue in memory of Mark Slocombe, a former colleague, friend and active mountain rescuer.
- **Sheffield and Leeds** - Christmas Jumper Day for Save the Children.

Internationally, our **Toronto** studio raised **\$7,700** for the Scarborough Health Network Foundation through 'A Walk in the Wild' day and Love Scarborough Event. 30 volunteers were part of raising **\$10,288** for dementia research at Baycrest Health Sciences Centre as part of the Bike for Brain Health initiative. The Toronto studio also raised funding of **\$10,750** for Canstruction, in which a total of 3,629 cans of food were donated to the Daily Bread Food Bank.



Giving Isn't Seasonal Donations

Outreach and Partnerships

Outreach activities are focused on helping ensure barriers to the design industry especially around protected characteristics and socio-economic background are reduced. We work with charities and third-party organisations to ensure our industry becomes truly inclusive and diverse.

We also hold close relationships and partnerships with primary and secondary schools local to our studios. The goal is to promote careers in the built environment which create a sustainable and diverse workforce.

BDP staff regularly attend Career Fairs, deliver career talks, and industry and sector presentations to promote routes into our professions and the built environment.



Regeneration Brainery

We engage students in group projects, industry talks, and office/site visits. Through this partnership, we aim to inspire the next generation and make a real change for our industry. Our partnership organically grew since 2020 from BDP's commitment to adaptive reuse, which aligns with Regeneration Brainery's mission to transform unloved spaces into vibrant places.



BPIC Network

A built environment inclusion business working with industry organisations to improve ethnic minority representation as well as retention. BDP has been engaging with BPIC in recruiting and retaining individuals from diverse backgrounds to meet our industry's demands.



New London Architecture

BDP has been a Champion Member at NLA in 2022–23. Through BDP's participation in NLA's Boards, Expert Panels, London World City roundtables and New London Leaders dinners, we influenced and shaped the core themes and recommendations in the New London Agenda – an action plan for London's built environment community to shape a better city, which will launch in January 2024 ahead of the London Mayoral Elections.



Blueprintforall

Together, we provided meaningful placements and opportunities for those from diverse backgrounds, believing in an inclusive society where everyone has equal chances to thrive.



RIBA EDI

Working together to address and lessen the barriers to entry and progression in the architect profession, particularly those impacting individuals from under-represented and under-recognised groups. Jess Dunning is part of the RIBA EDI Leaders Action Group and Anett Szucs is part of the Work Experience Subgroup.



PLACED Academy

An award-winning social enterprise that helps engage people of all ages and backgrounds in planning and design. Bringing local people, developers, designers and decision makers together to share a conversation and explore ideas. BDP has been working with them to share skills from our business. Staff presented a portfolio of their work and answered questions from the students about their job, projects, and professions.



Open City Accelerate

Supporting young people (aged 16–18) from under-represented backgrounds to pursue careers in the built environment, by providing design and mentoring support.



Building Equality

Working together and harnessing our collective power to drive LGBTQIA+ inclusion in the construction, engineering and built environment industry.

The standout event of the year was the Toronto studio's Community Impact Week, benefiting the Scarborough Health Network's Community Mental Health Network. This event takes place over a week in autumn each year, featuring activities such as Trivia Night, Halloween Costume Contests, Step It Up, Baby Photo Contest, Raffle, Scavenger Hunt, Bake Sale, Chopped Cooking Contest, Draws, Auctions, and Bingo. A total of **\$32,602** was raised for Scarborough's Health Network.

BDP is actively fostering an inclusive organisation where people can be themselves and everyone has a sense of belonging. We want our teams to be diverse at every level, reflecting the communities we design for. As designers, we will create spaces for all that promote equity, wellbeing and participation within the built environment.

We actively encourage people from a variety of backgrounds with different skills, professional and life experiences, to join us and help us to achieve our aspirations. Employment and skills are priority areas of our Social Value work. To provide the best employment to everyone, we:

- Operate **hybrid** and **flexible working policies**,
- Are a **Living Wage Accredited Employer**. We apply this standard to all staff over the age of 18, including directly employed staff, contracted staff and sub-contracted staff such as caterers, cleaners, and security and ask our suppliers to comply with Living wage guidelines,
- Are a **Disability Confident Committed** employer at level 1 of the Disability Confident,
- Are a **Social Mobility Employer**. We signed the Social Mobility Pledge and are working towards continuously improving outreach, access and recruitment from a socio-economic background perspective,
- Operate an **inclusive recruitment practice** consisting of training hiring managers and the active use of BDP's Inclusive Recruitment Toolkit, to assess every applicant in the most inclusive way possible.
- BDP holds **Supporter** status with the **Greater Manchester Good Employment Charter** and is accredited by the **Good Work Standard in London**.

Proud to be a Social Mobility Employer



Partnership
Partner with schools or colleges to provide coaching to people from disadvantaged backgrounds.

We've signed up to Access
Provide structured work experience to those from disadvantaged backgrounds .

Recruitment
Adopt open employee recruitment practices and promote a level playing field for those from disadvantaged backgrounds.



Transparent Career Path

The TCP (Transparent Career Paths) was launched internally in the spring of 2024. It helps to ensure that people working in BDP have a clear sight of what is needed to develop their careers and understand the support available for them to develop into new roles. This is essential to bring through talent with clarity and purpose. The key responsibilities, traits and behaviours align with the six golden threads within the Group Strategy – Invest in our People, Invest in our Ideas, Present our Ideas Beautifully, Grow Strategically, Be Sustainable and Be BDP. This has set out a common platform for BDP to grow together and for everyone to build a successful future for BDP.

Early Careers

BDP is committed to nurturing the careers of young professionals and providing them with the support and guidance they need to grow and succeed in the industry. We offer a range of opportunities for recent graduates, apprentices, and young people on work experience programs. Our aim is to help employees gain hands-on experience, develop their skills and build a strong foundation for their future.

BDP is active in the Technical Apprenticeship Consortium, bringing people from diverse backgrounds into construction and supporting their learning. There are currently 39 staff who are undertaking Apprenticeships (29 on their first apprenticeship and 10 on their second apprenticeship).

We have employed **45** new Graduates globally this year.

All of our UK Studios offer Green Skills focused BDP Multidisciplinary Work Experience Programme to local students. Last year we piloted a multidisciplinary work experience programme in our London and Manchester studios and this year it

was rolled out across the UK together with the single profession-focused work experience. We accommodated approximately 100 work placements across the UK in 2024.

New Thinkers Network

The New Thinkers Network is a grassroots vibrant community for early career colleagues to connect, network and engage in discussions. Currently in BDP London and Manchester Studio, we expect to see the network expand further into more BDP studios. During the FY23-24 the network held an 'Orientation-week' programme of events in September 2023, alongside monthly group topic discussions and career stories presentations.

Employee Development and Skills

We report on our R&D spending to the UK Government after the Accounts have been published but based on our accounts we can provide a close estimate.

- R&D Total Estimated Qualifying Revenue Expenditure: £8,958,579.2
- Which will allow us approximately R&D tax credit: £1,173,612.8

Employee Sickness days: 5,520 days

Employee retention: 84% as of 1st September 2024

Engagement and Motivation

We value two-way communication with our people and have a well-established employee consultation forum, **BDP Life** to facilitate this on a formal level.

We also operate **Sports & Social Committees** in every BDP Studio with an active calendar of sports and social events for staff.



Staff Softball Championship 2023



Staff Softball Championship 2023

Equality, Diversity and Inclusion (EDI)

BDP strives to be an inclusive organisation where everyone has a sense of belonging, is respected, feels valued and is seen for who they are as an individual. We also believe that the talent, passion, and creativity of diverse teams at all levels will allow us to successfully respond to society's challenges in our everyday design work.

BDP's Equality, Diversity and Inclusion policy commits to:

- ensuring that all employees receive equal treatment and equal opportunities;
- are valued; and,
- are treated with appropriate respect and dignity and have working conditions which are free from undue anxiety, stress and fear.

This extends to every aspect of our work and operations. To this end, our recruitment policies and practices are embedded in our EDI policy to ensure every step in our process is fair and free from discrimination.

We report our UK&I EDI data as detailed below:

Ethnicity

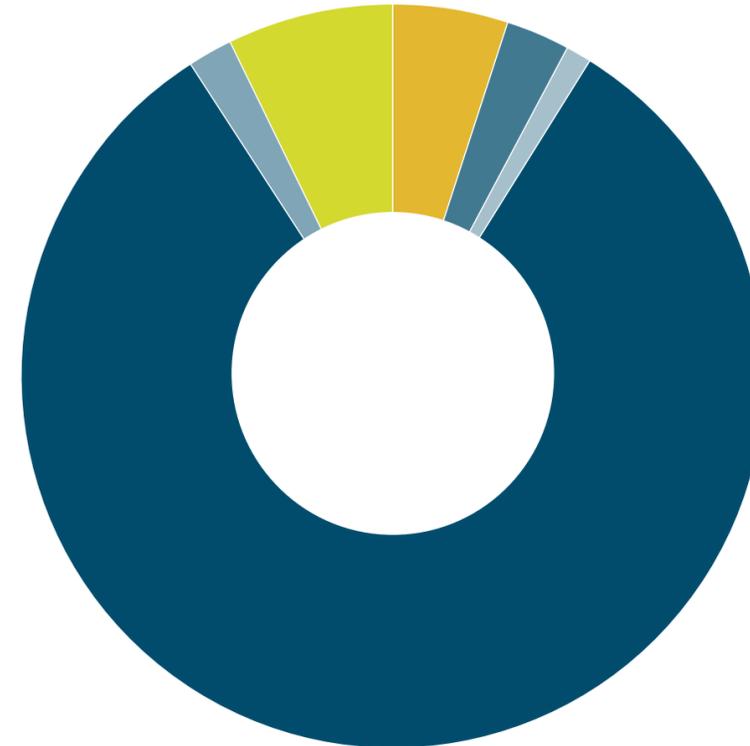


Figure 38: Ethnicity

Asian or British Asian	5%
Black/ African/ Caribbean/ Black British	3%
Mixed/ Multiple Ethnic Groups	1%
White	82%
Other ethnic group	2%
Prefer not to say	7%

Religion

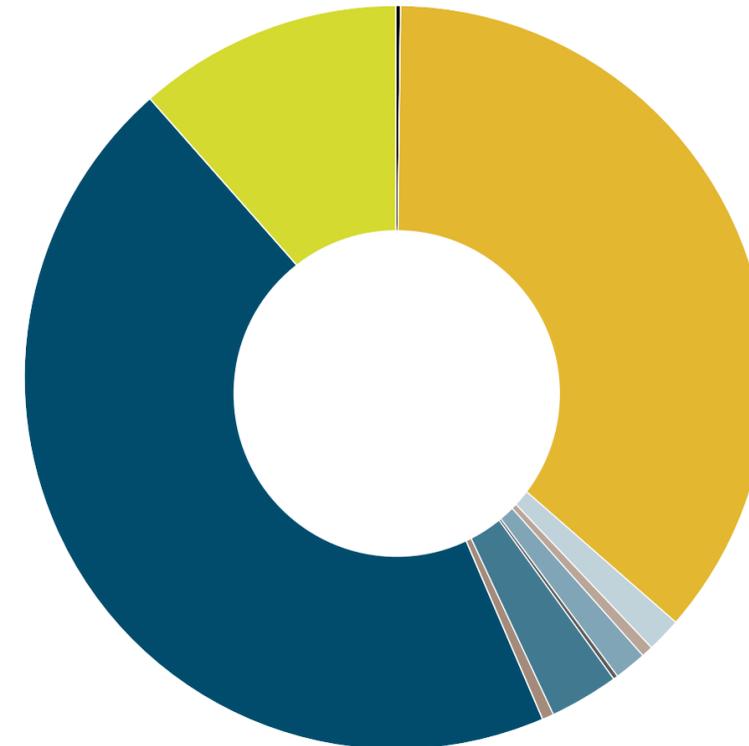


Figure 39: Religion

Buddhist	0.2%
Christian	36.2%
Hindu	1.5%
Jewish	0.5%
Muslim	1.4%
Sikh	0.2%
Spiritual	3.0%
Other religion	0.5%
No religion	44.9%
Prefer not to say	11.5%

Sexual orientation

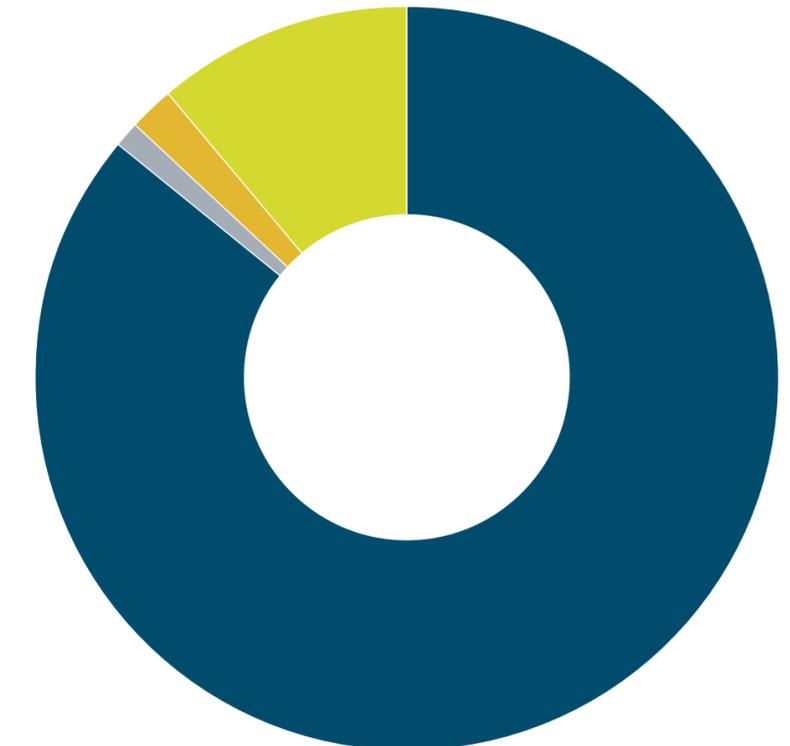


Figure 40: Sexual Orientation

Heterosexual /straight	86%
Bisexual	1%
Gay / Lesbian	2%
Prefer not to say	11%

EDI Events

As part of our commitment to equality, diversity and inclusion, BDP held events throughout the FY 23–24 highlighting a range of topics to connect with people across the business. Some of the key events are detailed on this page.



Sumita Singha OBE at IWD Panel Event

A Discussion on Age in the Workplace

August 2023

We invited **Simon Long, Graham McClements, Justin Parsons, Christobel Afful, Sarah Capper and Jay Singh** to discuss successes, learnings, and challenges. The event allowed transparency on age-related issues from our panel’s individual experiences. It also discussed the benefits of a multi-generational workforce.

Black History Month – How Ethnicity Influences and Impacts Design

September 2023

We invited **Ayo Sokale, Bongani Muchemwa and Aisha Janki Akinola** to join our panel discussion on how ethnicity influences and impacts design. The event touched on their journey into the industry and career highlights.

LGBTQ+ History Month – The Proud Place

February 2024

BDP Manchester Studio hosted a Tech Talk on a project rooted in the proud LGBTQIA+ history of Manchester – The Proud Place. The Proud Place is the new LGBT+ community centre in Manchester, owned and operated by The Proud Trust - a charity providing education, support and advocacy for LGBT+ young people and their communities.

Black History Month – Toronto

February 2024

The Cookout

A remarkable hybrid event dedicated to connecting, learning, and fostering discussion to cultivate a sense of belonging within the Black community in the Toronto studio. Inspired by the colloquial expression “invited to the cookout,” which symbolises acceptance in the Black community, the event sought to explore the complexities of race and identity.

Book Club

The event explored systemic racism with a “book club” session dedicated to the Broccoli Productions podcast series “Physical Capital” by **Rebecca Achieng Ajulu-Bushell**. This series intricately examined the impact of politics, geography, and prejudices on individuals’ success in swimming.

International Women’s Day

Panel Event – Manchester Studio

March 2024

To mark International Women’s Day this year, BDP held a mixed-gender panel event in its Manchester studio, which was live streamed to watch parties across its international studios. Led by the distinguished **Sumita Singha OBE**, whose Illuminating keynote speech kicked off the discussion, the panel included BDP North Chair **Sue Emms, Tim Heatley, Sarah Castle,**

and Tom Ravenscroft, with BDP Principal **Ged Couser** acting as panel chair. The discussion that arose established a forum for open and honest discussions that both delved into the challenges faced by women and celebrated their achievements. One of the standout conclusions was the pivotal role inclusive allyship plays in propelling genuine strides toward gender equity.

Equilibrium Event – London Studio

June 2024

Hosted and sponsored the Equilibrium event entitled Listen, Liberate, Elevate: Empowering the Next Generation in the BDP London Studio. The event included PechaKucha presentations from ten young professionals across various disciplines sharing their ambitions and needs including **Nastasia Bassil** of BDP. A dynamic panel discussion and Q&A followed including **Tessa O’Neill** of BDP.

BDP Belonging

BDP Belonging is our Equality, Diversity and Inclusion steering group, with director- and employee-level representation from our UK, Dublin and Toronto studios, 23 representatives across our global studios, and supported by an ever-growing network of allies. BDP Belonging provides different voices and life experiences to support and guide on all aspects of diversity and inclusion, as well as feeding back any concerns, questions or ideas from their studio.

Our Equality, Diversity and Inclusion Advisor, **Jess Dunning**, works closely with BDP Belonging, as well as **Sue Emms**, BDP Belonging Lead, and **Karen Phillips**, HR Director, to drive our EDI agenda forward as we strive to become an inclusive organisation where everyone has a strong sense of belonging.

We previously had seven project groups and this year have streamlined these to four to focus our impact:

- Gender equity
- Race and lack of Black representation
- Inclusive design
- Social mobility

We will continue to mark events and highlight issues through blogs and local activities, as well as continue to make positive changes in other areas and respond to burning issues as needed. This financial year we held 2 global events and local events quarterly connecting to the causes we care about.

Our fee-earning staff registered 221.5 hours spent on BDP Belonging project organisation in addition to BDP's EDI Advisor and Social Value Lead's efforts

EDI Initiatives

We have made significant strides in our EDI focus over the last financial year, with initiatives implemented that focus on mentoring, early career colleagues, cross-studio communities, and data capture.

Training

BDP launched the menopause awareness training module in June 2024, a mandatory training for Associates, Associate Directors, Directors and Principals.

EDI Data Capture

In May 2024, we launched the mandatory EDI Data Capture to develop our data collection and allow us to set a baseline, monitor progress and identify focus areas. This data capture includes ethnicity, gender identity, sexual orientation, religious beliefs, disability and social mobility.

Cross-Studio Communities

BDP has a range of cross-studio communities, which are networks of people with shared lived experiences who support one another, share perspectives, and bring ideas, thoughts and concerns to BDP Belonging. The communities also act as a sounding board and guidance group for BDP Belonging.

We launched 2 additional groups in the FY23-24:

- **Disability**
- **LGBTQ+**

Built by Us Mentoring Programme

Working with Danna Walker from Built by Us, along with the support of our Race and Lack of Black Representation Project Group within BDP Belonging, we shaped a bespoke mentoring programme for Black and minority ethnic employees. The additional mentoring programme was launched in May 2024 and we hope that it will support our aim to have greater Black representation across the practice, as well as drive positive culture change.

Policies and Guidance

In FY23-24 we introduced new policies in our UK & Ireland Studios to better support our people and support our aim of fostering an inclusive workplace.

- Flexible Public Holiday Policy
- Fertility Treatment Policy and Support Guidance
- Fostering Policy and Support Guidance
- Baby Loss Support Guidance

Gender Equity

In our latest Gender Pay Gap Report, we outlined plans to close BDP's gender equity gap by hiring an external gender equity consultant to assess our situation, gather feedback from the practice, and help us create a plan for meaningful progress. The overall Female Representation in Management at BDP is currently 31.4 % with 260 Males and 119 Females employed globally.

To make sure we chose the right consultant, BDP Belonging began forming a Gender Equity Sounding Board, offering everyone in our UK and Ireland Studios the opportunity to apply to be part of the group. The group will offer vital feedback and support for the project, representing diverse genders, professions, studios, grades, experiences, and viewpoints. The group will be led by Kathryn Tombling (Architect Principal) and Andrew Swain-Smith (Building Services Principal) to ensure leadership accountability.

Wellbeing

The wellbeing of our people at BDP involves not just regulatory or legal health and safety considerations, but also more holistic wellbeing aspects.

Our network of colleagues and 25 mental health first-aiders, who organise wellness and mental health-focused activities, is called **BDP Mind**. It strives to improve awareness of mental health and wellbeing, and offers events, resources, and opportunities to enhance employee wellbeing, with a focus on Physical, Mental, Nutritional, Social and Financial Wellbeing.

We held over 42 BDP Mind events in person and online during the FY23-24. These included 2 studio-wide events; a Wellbeing Webinar for World Mental Health Day on in October 2023 and a Made to Move Webinar for Mental Health Awareness Week May 2024. In addition, our studios held events locally throughout the year, which involved: walking tours during lunchtimes and after work, on-site massages, pilates and healthy eats, walkathon challenges with prizes, Luminate events, Summer Hike, Coffee mornings and team breakfasts. A total of 2556 hours were spent on these initiatives.

In particular, our New Delhi studio has led the way in wellbeing events, as detailed:

Month	Event	
25th September 2023	Pin My Rainbow	Pin up board with favourite quotes and thoughts, sharing things which bring mental happiness.
28th September 2023	Pictionary Event	A fun game to develop bonds and community spirit within the studio.
9th October 2023	Make Your Own Ribbon	Make your own Word Mental Health Day Ribbon Pin while enjoying music and home-baked cakes.
10th October 2023	Mindful Breathing and Meditation	Guided meditation by Art of Living a pioneer in yoga, meditation and practical wisdom.
	Tea and Talk	Chai time and exchanging stories about experiences, alongside an introductory talk about mental health.
25th October 2023	Diwali Potluck	Decorating the studio, team building activities, and home-made delicacies for the party.
01 December 2023	Eco-resort Stay	A weekend stay at an eco-resort off-site. The weekend included lake boating and visits to a local fort.
20th December 2023	Wishing Tree	We put up a wishing/'Christmas' tree with name tags, and where people could receive items that they wished for.
23rd March 2023	Iftar-Holi	A celebration of two major festivals of different religions together.
31st May 2024	Art Workshop	Lino cut art workshop to de-stress and build team connections.



Meetali Mozumdar
Associate Director
Head of Landscape Design

“ Your Mental health is a priority, your happiness is essential, your self-care is a necessity. Having experienced the power of meditation myself, the idea was to expose the juniors to it. We roped in teachers from the famous Art of Living by Sri Sri Ravi Shankar for an event on the World Mental Health Day. Just treating meditation as a stress management tool misses the point of the practice. Meditation is a tool for developing a form of self-awareness called mindfulness. And Mindfulness makes you a more effective learner. ”



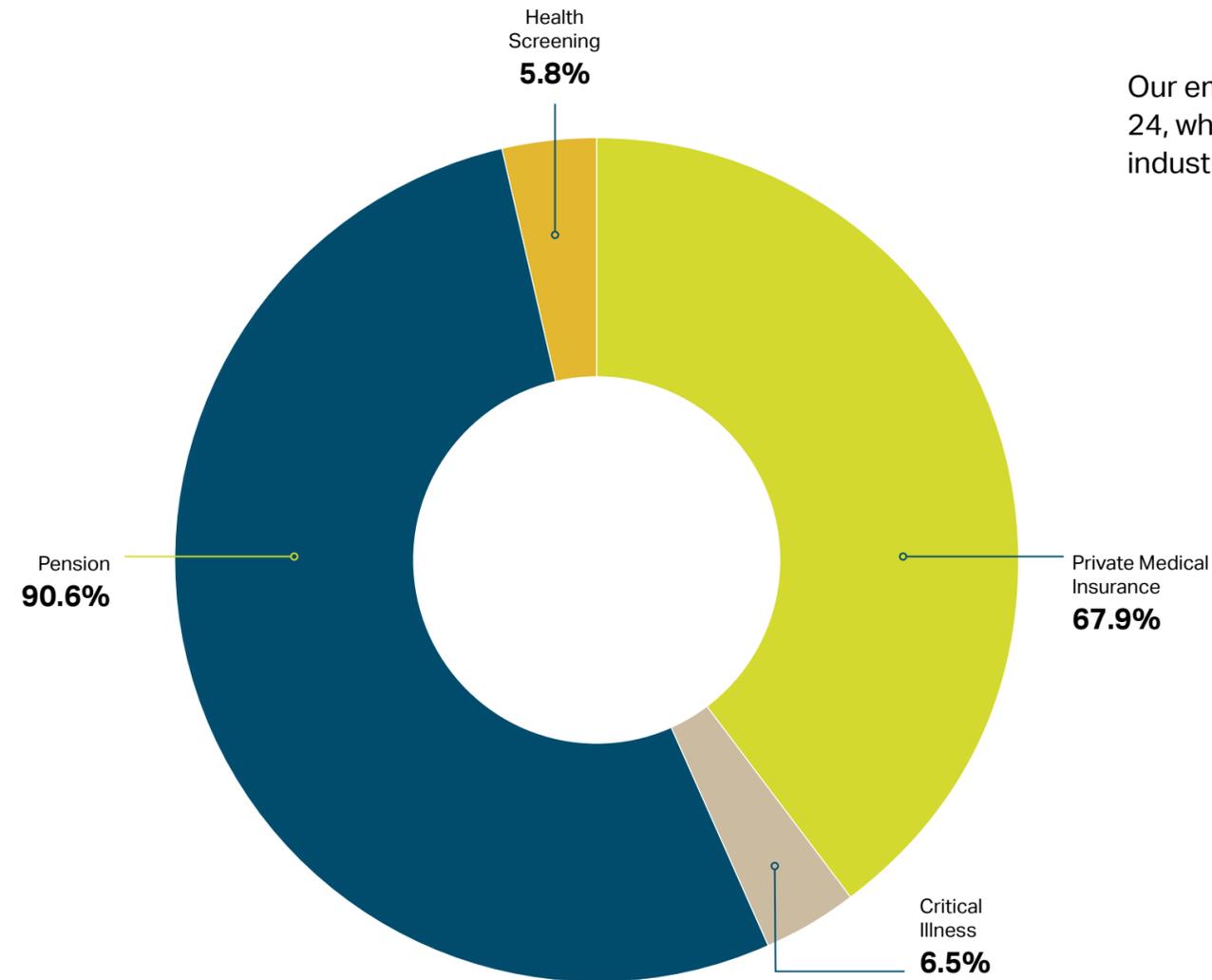
Social Impact | Our People

Wellbeing

A significant part of employee support in the UK&I comes in the form of an external Employee Assistance Provider 'Health Hero' whereby staff have access to an independent, free and confidential service covering Debt/Finance, Family, Health, Legal and Counselling. The average Health Hero Annualised Usage for this financial year was **7.6%**.

BDP also provides health screening services every two years, alongside gym discounts and other health and dental benefits. This year we have introduced a Flexible Public Holiday Policy to further support our employees.

We monitor the uptake of our wellbeing benefits, to better understand how useful these benefits are and identify opportunities for changes or better communication. During the FY23-24, **67.9%** of our UK&I employees enrolled in the Private Medical Insurance benefit, and **90.6%** utilised the pension benefit. Only **5.8%** of employees utilised the health screening benefit, which may be an indication that better communication is needed on the importance of regular health check-ups.



Our employees took **5,520 sickness days** during FY23-24, which is considered normal and average in our industry and the countries we operate.

Figure 41: Uptake of Wellbeing benefits by BDP employees

Employee Benefits	Uptake
Private Medical Insurance	67.9%
Critical illness	6.5%
Pension	90.6%
Health Screening	5.8%



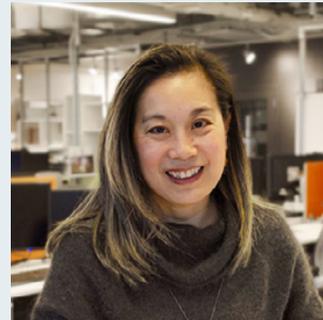
Social Impact | Our People

BDP Staff Achievements

Our people have been nominated, shortlisted, commended and won numerous awards this year, showcasing the incredible talent at BDP.



Chloe Bellou
BIM Manager
BIM Hero - Won
BIM Design Hub



Rosalind Tsang
New York City Studio Director
BEVY Mentorship Award - Won
Beverly Willis Architecture
Foundation's (BAAF)



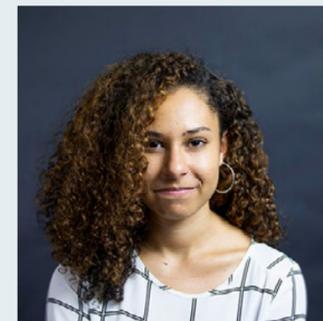
Lora Kaleva
Lighting Associate
40 Under 40
Lighting Design



Lauren Scott
Interior Designer
30 under 30 - Won
Mix Awards



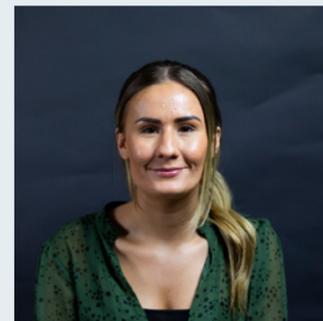
Evie Martin
Part II Architectural
Assistant
New Talent - Winner
AJ100 Awards



Carmel Simmonds
Apprentice Architect
Apprentice of the Year -
Winner
BPIC (Black Professionals in
Construction) Awards



Tanyaradzwa Chiganze
Architect
Graduate of the Year -
Shortlist
BPIC (Black Professionals in
Construction) Awards



Jess Dunning
Equality, Diversity and
Inclusion Advisor
EDI Leader of the Year -
Shortlist
CN Workforce Awards



Karen Philips
Director
Head of Human Resources

“ Our people are what drive our success. The recognition shown here by external and prestigious institutions reflects their outstanding commitment to achieving the full extent of their potential. In support of this, we launched BDP's Transparent Career Path framework, which provides clarity on how individuals can progress at BDP. The recently appointed BDP's Next GEN Council has been developed as a forum for future leadership, which will help us overcome silos, build our collaborative culture and create a global mindset for BDP. ”

Innovation and Creating Change in the Design Sector

People Library

Over the past 12 months, we have continued to grow The BDP People Library to a collection of nearly 300 diverse and considered vector-illustrated characters for our people to use in project renderings. Each character has the option to change skin, hair and clothing colour which allows us to portray a sense of appropriate diversity and inclusion in our drawings.



BDP Lab Challenges 2023/24:

- **City Insights:** Cities are huge complex systems and, as complexity theory tells us, major interventions can often have little impact. What relatively small intervention could make a big difference to life in cities?

Winner: Samantha Linning (Internal Communications Manager)

- **Innovation Spotlight:** Innovation is happening across our studios, sectors and disciplines. We challenge you to assess your projects and share the innovations that differentiate your projects and must enjoy the spotlight.

Winners: Sam Jackman (Structural Engineer), **Tom Carr** (Structural Engineer Associate Director), **Giulio D'Andrea** (Senior Structural Engineer), **James Jackson** (Structural Engineer) and **Wayne McMillan** (Associate, Senior Architect)

BDP Lab – The vision:

“To create a better world by pushing the boundaries of integrated design and engineering, enabled by data and technology across the practice.”

Innovation and Creating Change in the Design Sector

GGB Awards

Named after our founder Sir George Grenfell-Baines, this annual internal award recognises completed projects of outstanding design quality and furthers our design thinking. Each studio is invited to submit projects and the requirements are similar to those used for external design awards, emphasising beautiful photographs, clear drawings and a compelling design narrative. The awards are split into the following three categories:

- **GGB Award:** Awarded to the best completed project. All work is welcomed, whether undertaken on a multi or mono-profession basis. The only criteria is that projects are completed and in use.
- **Sustainability Award:** Awarded to the best completed project that has delivered a creative and comprehensive response to the climate and biodiversity emergency, furthering the capability and expertise of BDP.
- **Best Photograph and Best Drawing Award:** Awarded to the best photograph and best drawing selected from the projects submitted for the GGB Award.

MacEwen Awards

BDP has partnered with RIBA Journal on the MacEwen Awards since its inception. The annual award is recognising architecture for the common good and highlights buildings and places demonstrating a clear social purpose, which enhance the lives of people who use them. Now in its 9th year, we are delighted to say that every project entered into the awards contributes to improving its community, local economy, and environmental and social contexts.



Vicky Casey
Architect Director, Leeds Studio Lead



Kate Woodcock-Fowles
Architect Assistant



Alex Howe
Marketing Associate Director

UKREiif – Social Value: Constructive Futures Partnership

Our Leeds and Sheffield Studios supported Constructive Futures at **The UK's Real Estate Investment and Infrastructure Forum** this year. Over 40 ambassadors and mentors represented the organisation by wearing branded t-shirts and engaging with young people and the community. In addition to our support, we also conducted interactive workshops at the conference.

Our ongoing partnership with Regeneration Brainery allowed us to maintain a prominent presence in their designated area. Our Social Value involvement:

Accessible Routes to the Wider Industry:

Vicky Casey participated in a panel discussion hosted by Regeneration Brainery. The discussion focused on the impact of degree apprenticeships on the talent pipeline and the challenges

faced by certain sectors in implementing this model. The panel issued a call to action for the industry to adopt undergraduate apprenticeships and promote wider access to all professions.

Accessible Transport: What Good Looks Like

What does travelling with a disability really look like? Regeneration Brainery and the panel considered how to develop transit systems that are designed with all user groups in mind and how that can not only increase patronage, addressing some of the post-Covid challenges of reduced public transport usage, but also positively impact people's lives.

Co-Design Session for The Southbank Area

Facilitated an interactive co-design session together with students and young adults who were attending the conference, to talk about the future of the Southbank area in Leeds.

Human and Labour Rights

BDP is committed to following the principles of the UN Global Compact, which provides a framework for businesses to operate in a socially responsible manner. Our Human and Labour Rights practices are aligned with The Ten Principles of the UN Global Compact, specifically:

Human Rights

- **Principle 1:** Support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** make sure that they are not complicit in human rights abuses.
- **Labour**
- **Principle 3:** uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** the elimination of all forms of forced and compulsory labour.
- **Principle 5:** the effective abolition of child labour; and
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.

We regularly monitor our risks and report on our progress yearly in implementing human and labour rights initiatives.

Modern Slavery and Human Trafficking Yearly Risk Assessment 2023/24

- Suppliers from 31 countries
- Total number: 1238 suppliers this financial year
- Number analysed: approximately 200

Supply chain analysis was completed for High-Risk regions and Industries and Top 10 Suppliers based on spend.



Empathy Tour and Workshop led by Mycelium Studio at the BDP London Studio



Social Impact | Our Business

Achievements this Year

BDP People Library

Construction News Workforce Awards 2023

Shortlisted: EDI Initiative of the Year

Menopause Support

Construction News Workforce Awards 2023

Shortlisted: EDI Initiative of the Year

BDP - Birmingham Studio

Insider West Midlands Property Awards 2023

Won: Architectural Practice of the Year

BDP - Manchester Studio (Interior Design Team)

Mixology North Awards 2023

Won: Design Practice of the Year 50+ employees

BDP - Manchester Studio

City of Manchester Business Awards 2023

Won: Architect and Property Services Company of the Year

Cheshire and Merseyside Social Value Award – 2024-2029



Cheshire and Merseyside

SOCIAL VALUE AWARD



Anett Szucs

Social Value Lead

“ Being awarded the Cheshire and Merseyside Social Value Award for the next five years is a clear testament to BDP’s Social Value commitments and the positive impact our projects and Studios achieve in our communities, especially in the North of the UK. This award will empower us to further enhance our social value initiatives and create lasting change. ”

Beckenham Park East Case Study

The Beckenham Park East project embodies the Lewisham Council's vision to transform the park into a valuable community asset, both as a standalone green space and a key part of Beckenham and the borough. The project aimed to restore the East side of Beckenham Park as an ecological treasure along the river corridor, providing an educational resource for all ages. BDP's urban designers' view is that landscapes offer us a unique opportunity to create socially progressive cities by helping us feel connected to others and to the environment we inhabit and used this opportunity to work closely together with the council to achieve maximum positive impact for the local community. This urban design approach promotes social cohesion, wellbeing, and a sense of connection to the environment and community.

The project greatly enhances the quality of life by fostering mental and physical wellbeing, reducing crime and fear, promoting happiness, and boosting energy levels through thoughtful design. It also aims to facilitate social integration and improve local pride and morale. By creating more inclusive and enabling environments, the project is expected to uplift the surrounding property value, enhance walkability, and improve the quality of the public realm.



Beckenham Park East Design

Beckenham Park East Case Study

Community Engagement and Development

The project features extensive community engagement efforts, from volunteering opportunities (social and environmental) to site tours. This fosters a strong sense of ownership among local residents, improving social cohesion and encouraging long-term stewardship of the park.

- Workforce Development:** The project provided local residents with 6 weeks of work experience in our London Studio, contributing to their skills development and employability. 4 secondary school Students completed 1 week of work experience each and 1 higher education student completed 2 weeks of work experience.
- School Outreach:** BDP staff delivered workshops and presented at a Year 10 Futures Day in local schools in Lewisham Borough advocating for careers in the Built Environment, including potential career paths and industry insights. Our team focused the day on showcasing the project to students, giving real examples of problems and solutions and connecting them to their local environment. Our aim is to provide the next generation with all the tools and knowledge to care for their surroundings and feel at home where they live.
- Digital Inclusion:** BDP donated IT equipment locally where it was most needed helping to bridge the digital divide and improve access to technology within the local community.
- Summer Celebration Waders:** River cleaning volunteering event organised by Thames 21 for 21st July 2024: 3 hours of community engagement - our volunteers took part in the river Ravensbourne cleaning and engaged the volunteers in talking through design decisions for the landscape elements that were implemented on the site and their importance.
- Upskilling at work:** Our landscape designer took a BDP Apprentice to a 4-hour site visit and a client and contractor meeting on the 21st of August 2024. These opportunities give great insight into more senior people's work and improve confidence by giving real-life experience whilst young people complete their apprenticeship at BDP.



Work Experience



River Clearing Volunteering



River Clearing Volunteering

Beckenham Park East Case Study

Economic Impact

- Local Employment:**
 The inclusion clause within contract documents ensured that where possible we prioritised the employment of local people to assist throughout the project.
- Local Procurement:**
 When choosing materials and suppliers we carefully assessed local resources and always prioritised local when the right quality, material, and supplier were present. By using local suppliers and materials, the project has supported the local economy and also reduced carbon emissions.
- Subcontracting Opportunities:**
 The continuous engagement of a local subcontractor has contributed to the local business landscape.
- Living Wage Accreditation:**
 The project is working towards helping local communities achieve Living Wage Accreditation, further promoting economic inclusivity and equitable work practices.

Environmental Sustainability

- Waste Reduction:**
 The project's strategies for reducing waste sent to landfills have minimised the negative impact of our project.
- Sustainable Materials:**
 The use of UK-grown oak and other sustainable materials has minimised the project's environmental footprint.

The Park will reopen to the public by the end of October 2024. A sports day with experts for the different sports fields at the park will be held at the end of October. A celebration event for the local community and stakeholders including community engagement with informative presentations on the design and walkarounds will be held in the spring of 2025.

Overall Impact

The Beckenham Park East project transforms a neglected urban area into a thriving community asset. It creates an ecological treasure within the city, promotes sustainability, boosts the local economy, and enhances the health and well-being of the local people and visitors. The project demonstrates how urban design can facilitate social integration, improve quality of life, reduce crime and increase local pride.

By focusing on community development, economic growth and environmental sustainability the project stands as a model of how thoughtful design and engagement can create long-lasting benefits for an urban community.

BDP Staff spent approximately **100 hours** engaging with the community, delivering outreach, supporting work experience students and volunteering.

Project timeline: 2021–2024.



Beckenham Park East Design



Project Achievements

Newmains & Brigid's Community Hub

Mix Awards

Won: Project of the Year Award in the Public Sector and Cultural Interiors

Emergency Department, Walsall Manor Hospital

RICS West Midlands

Won: Public Sector

WaterSHED at Wardle Academy

RIBA North West Award

Won: Buildings

90 Blackfriars Road fit-out

Sustainable Design Awards 2024

Won: Fit-Out

Opportunity North East BioHub

Aberdeen Society of Architects Awards 2024

Won: Commercial

The Christie Paterson Building

Greater Manchester Chamber Award

Won: Building of the Year 2023

Louisa Martindale Building (3Ts), Royal Sussex County Hospital

European Healthcare Design Awards 2024

Won: Healthcare Design (Over 25,000 sqm)

Louisa Martindale Building (3Ts), Royal Sussex County Hospital

European Healthcare Design Awards 2024

Won: Interior Design and the Arts

Children's Cancer Centre, Great Ormond Street Hospital (GOSH)

European Healthcare Design Awards 2024

Won: Future Healthcare Design

Central Foundation Boys' School

Civic Trust Awards 2024

Won: National Civic Trust Award

99 Gerrard, Canada

The Council on Tall Buildings and Urban Habitat (CTBUH) Awards 2024

Won: Repositioning Award

Leighton House Museum

RIBA 2024

Won: RIBA London Award 2024

Newmains & Brigid's Community Hub

Mixology North Awards 2023

Won: Public Sector and Cultural Interiors Project

Urban Planning of Si'fang Road Precinct, Shibei Historic District, Qingdao

REARD Design Awards

Won: Urban Renewal Design Award - Gold Award

Urban Planning of Si'fang Road Precinct, Shibei Historic District, Qingdao

REARD Design Awards

Won: Creative Design Competition of Cultural Tourism & Rural Revitalization - Gold Award

Jiabao Smart Bay Future City Practice Zone

REARD Design Awards

Won: Global Design Award - Silver Award - Masterplans

Motif House

Architecture Today - Test of Time Awards 2023

Won: International winner

The University of Hertfordshire's (UH), School of Physics Engineering & Computer Science (SPECS) Building Constructing Excellence Awards 2023

Won: Integration and Collaborative Working

St Margaret's Bus Station, Leicester

ProCon Leicestershire Awards 2023

Won: Regeneration Project of the Year

Entopia Building

Building Magazine Awards 2023

Won: Net Zero Award

Barclays Campus the Sustainability Centre (Project Dragonfly)

BCO National Awards 2023

Won: Best of the best

Barclays Campus the Sustainability Centre (Project Dragonfly)

BCO National Awards 2023

Won: Corporate Workplace - National & Regional

Leighton House Museum

World Interior News (WIN) Awards 2023

Won: Lighting Projects

Chia Tai Tianqing Pharmaceutical Group's (CTTQ) Global R&D Center, Shanghai

ICONIC AWARDS 2023: Innovative Architecture

Won: CONCEPT category - Visionary Architecture

Shanghai New Pujiang Centre Urban Design

CRED Award 2023

Won: Planning Design

Shanghai Jiading Jiabao Smart Bay Urban Design

CRED Award 2023

Won: Planning Design

Prestwick North Education Campus

Learning Places Scotland Awards 2023

Won: Pupil/Student Experience

Newmains & St Brigid's Community Hub

Learning Places Scotland Awards 2023

Won: Inspiring Learning Spaces

Senate House Steps, University of London

40th annual IALD International Lighting Design Awards

Won: IALD Award of Merit

Entopia Building

Build Back Better Awards

Won: Lighting category GREEN Award

Senate House Steps, University of London

Build Back Better Awards

Won: Lighting category GREEN Award

Entopia Building

Construction News Awards 2023

Won: Low Carbon Project of the Year

Grange University Hospital

RTPI Cymru Awards

Won: Excellence in Planning for Health and Wellbeing 2023

Collaboration between Laing O'Rourke, BDP and Solibri

Digital Construction Awards 2023

Won: Digital Collaboration of the Year



Environmental, Social & Governance Report 2023–2024

6 Governance

ESG Governance Structure

The BDP group of companies is owned by Integrated Design and Engineering Holdings Co., Ltd (ID&E). ID&E Holdings was established in July 2023 and is responsible for the formulation of all group-wide strategies and governance. As one of the group companies, Building Design Partnership Limited must report performance to ID&E Holdings, including ESG related matters.



Nick Fairham

The Board of Building Design Partnership Limited comprises of 35 Principals who are responsible for overseeing the management of BDP's business, including ESG. Led by our Chief Executive, **Nick Fairham**, the Board oversees the development of our Group Strategy.

Within this strategy, 'Be Sustainable' is one of the six key themes; a series of golden threads to craft our plans around whether by sector, studio or profession. Alongside the Group Strategy, we have developed an ESG strategy over the FY23-24.



Andrew Swain-Smith

This sets out what factors we believe are intrinsically important to consider within our current and future business operations.

The BDP Council is the mechanism by which delivery of the Group Strategy is monitored, meeting monthly to review the strategy objectives and KPIs.

Andrew Swain-Smith, Principal and Head of Building Services Engineering and Environmental Design, is the Board representative responsible for ESG.



Lucy Townsend

In delivery, **Lucy Townsend**, Head of Sustainability, is the ESG lead.

The Board, via the BDP Council, is served by an Executive Management Group to which all business units report and who's remit is to agree and commit to our Integrated Management Policies and address any issues raised by the BDP Compliance and Audit Group. As Head of Sustainability, **Lucy Townsend** reports all ESG matters through Andrew Swain-Smith to this group.



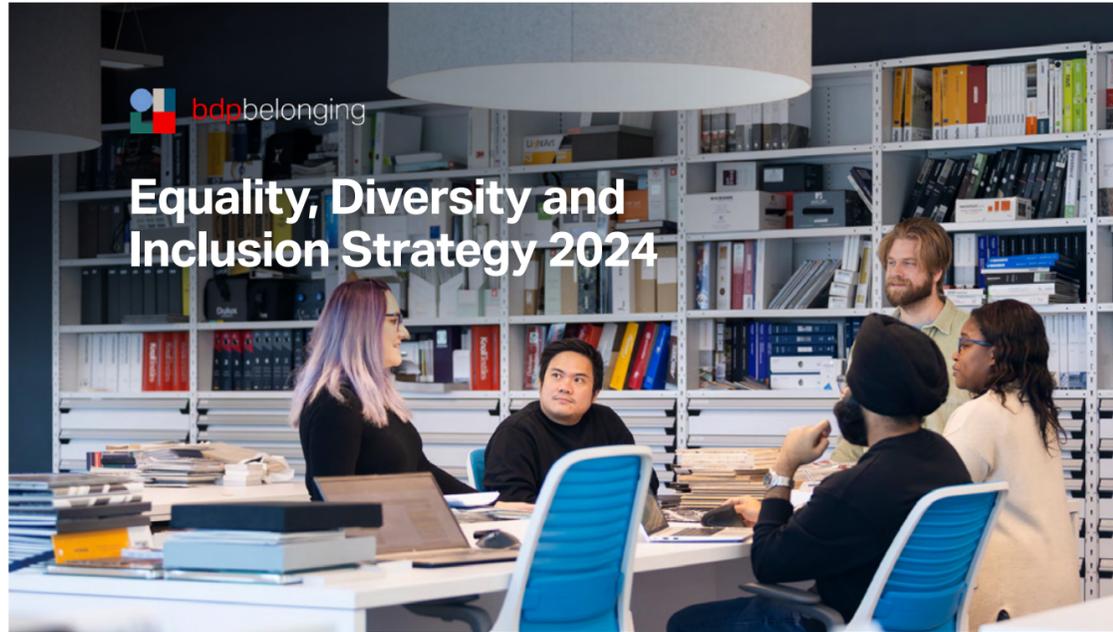
Governance

Board and Senior Leadership Diversity

We know that by creating diverse teams at all levels, it allows us to reflect the communities we design for and to enable us to respond creatively to society's challenges in all our projects. In August 2023, we published our EDI strategy which sets out our vision and aims in accordance with our diversity and inclusion agenda for the practice.

Whilst diversity and inclusion is fundamental at all levels, we recognise the importance of senior leadership and Board diversity in ensuring the decisions we make are reflective of the communities we operate in. A diverse leadership team can promote innovative thinking and problem solving and improves the quality and objectivity of decision-making through different voices. We acknowledge that there is a lack of diversity as a whole in our industry and BDP at a senior level is not as diverse as we would like to be.

To address this, we must first fully understand our diversity profile at this level. We are currently in the process of capturing data across a broad range of diversity categories that cover ethnic group, gender, sexual orientation, disability (visible and non-visible), and socio-economic data. This will build on our ongoing gender pay gap reporting and our commitment to address the gender balance at leadership level. Once we understand this baseline, we will set out our aims, objectives and targets for increasing leadership diversity.



Gender Pay Gap Report 2023 Reporting Year

Gender Pay Gap Report 2023 Reporting Year

BDP.



Nick Fairham
BDP Chief Executive



Gender Pay Gap Reporting Statement

At BDP, we take our commitments to equality, diversity and inclusion seriously. We want to attract and retain the best people, irrespective of gender or any other personal characteristic. We also want to ensure that our workforce reflects the diversity of our communities and users at every level.

While we are confident that BDP colleagues are paid fairly and equally for the work they do, our senior leadership and highest-paid roles remain heavily male-dominated. Therefore, while we have seen a further reduction in the mean pay gap of 0.4% this year, our results continue to be influenced by the higher proportion of men earning the highest salaries. We know that we need to make more progress to address this lack of representation at a senior level, and to remove any barriers that may be preventing women from moving into more senior positions. The gender balance in our grading structure from entry to senior is good but there is a drop in the number of women at the first level of leadership. Addressing this will remain a key focus as we progress with our EDI strategy, led by BDP Belonging, and further information on the steps we are taking can be found below.

This report provides a snapshot of our gender pay gap as of April 2023. As a result, it doesn't yet show the full impact of recent initiatives which will take time to embed. BDP Belonging and the Gender Equity Group have again been responsible for a successful suite of events and projects this year, which continue to raise awareness, support allyship, and advocate for impactful change. Nonetheless, we want to see faster progress in reducing our pay gap in coming years.

With this in mind, part of BDP Belonging's plan for 2024 has identified gender equity as a priority area, building on the progress of:

- Changes to the maternity, paternity, shared parental leave and adoption policies.
- Analysis of our gender mix, split by studio, profession and grade so all Principals can understand our data and become accountable for positive change.
- Development of an inclusive recruitment toolkit.
- Recruitment advert checks that promote gender neutral language.
- Celebration of women's achievements on International Women's Day and through a series of industry awards.
- Raising awareness of challenges and perceived barriers for women in the workplace through blogs and videos.
- Practical support to make the practice a more supportive and welcoming place in the form of policies and guidance for managers and employees on menopause and menstruation.

Whilst this progress is a strong foundation, there is further positive action we plan to undertake as a business.

Ethics

BDP conducts every aspect of our business with honesty, integrity and openness, respecting human rights and the interests of our employees, clients and third parties. Our policies and practices to ensure we operate to the highest professional standards include:

- Anti-bribery and Corruption
- Modern Slavery and Human Trafficking
- Social Value (UK)
- Equality, Diversity and Inclusion
- Responsible procurement and ethical trading
- Health, Safety and Wellbeing
- Substance and alcohol
- Guidance on acceptance of gifts
- Violent or threatening behaviour
- Use and misuse of BDP IT, Communications and Systems
- Data Protection
- Expenses
- Sustainability
- Whistleblowing
- Professional Conduct and Professional Liability

In June 2024, we updated our Responsible Procurement Policy, setting out the ethical standards we expect our suppliers to follow, including:

<p>Professional Conduct and Professional Liability:</p> <p>Everyone in our supply chain shall conduct their business dealings with high professional standards at all times.</p>	<p>Conflicts of Interest:</p> <p>People and organisations we employ in our supply chain are required to make any and all appropriate disclosures in a timely manner before and during the performance of a service.</p>	<p>Anti-bribery and Corruption:</p> <p>Organisations shall work against corruption in all its forms, including extortion and bribery.</p>	<p>Data Protection:</p> <p>BDP acknowledges that everyone has rights with regard to the way in which their personal data is handled and this shall be extended through our supply chain.</p>	<p>Whistleblowing:</p> <p>Employees at BDP and in our supply chain have the right to raise concerns and should feel confident that they will be dealt with appropriately.</p>

Over the next financial year we will be developing a robust supplier code of conduct and monitoring mechanisms.

Supply Chain

As a global company, we want to ensure our impact is monitored and measured throughout our supply chain. This transparency will then allow us to put plans in place to mitigate any potential negative impact, but more importantly to seek out opportunities for maximising value creation and leaving a positive legacy.

As a business, we engage with over 1200 suppliers and sub-consultants. In 2023/24, we began to more accurately map our supply chain to better understand the extent of our impact. This included identifying potential carbon hotspots, opportunities to maximise social value, and where to focus risk mitigation associated with issues such as modern slavery.



Responsible Procurement and Ethical Trading Policy

The update to our Responsible Procurement and Ethical Trading policy in June this year outlines our commitment to ensuring the environmental and social impact of goods and services procured through our supply chain is taken into account when making procurement decisions. The policy commits BDP and its employees to use their best endeavours to ensure that purchasing and contracting activities are in accordance with these aspirations.



Supplier and Sub-consultant Questionnaires

In accordance with our Responsible Procurement and Ethical Trading Policy, we have supplier and sub-consultant questionnaires. These are issued to all new suppliers and sub-consultants and contain questions relating to their environmental and social impact. This ensures we work with suppliers who can demonstrate they share our focus on quality, sustainability and corporate social responsibility.



Sustainable Procurement Improvement Plan

Over the next financial year, we will be delivering a sustainable procurement improvement plan. Updates to the supplier and sub-consultant questionnaires are proposed to allow a broader set of environmental and social questions to be asked. We have also begun engagement with a Supply Chain Management Software company, which we will look to implement to help evaluate, approve and manage our supply chain. Following this, we will work with our approved list of suppliers and sub-consultants to assist in improving their performance.

Compliance

Compliance with laws and regulations is a critical aspect of BDP's business operations. To promote and support compliance with key legal obligations, parent company requirements and good governance practice, we have an established Compliance and Audit Group. This group reviews the outcomes of BDP's Risk management, Internal Audit, Quality, Health and Safety, Sustainability and Financial Accounting Mechanisms.

Membership of the group includes:

- Group Finance Director
- Chief Executive
- Chief Information Officer
- Executive Director – North
- Executive Director – South
- HR Director
- Integrated Management System Lead
- Risk and Audit Manager
- Senior IT Relationship Manager
- Environmental Engineering Profession Chair
- Group Financial Controller
- Group Occupational Health and Safety Director
- Group Quality Director
- Social Value Lead
- Head of Sustainability

The group meet quarterly and report to the BDP Executive Management Group via a written Compliance Report.

No incidents of non-compliance with relevant laws and regulations occurred in the financial year 2023/24.



1. Heather Wells
2. Nick Fairham
3. Alistair Kell
4. Dan Smith
5. James Baker
6. Chris Langston
7. Karen Philips
8. Kira Peters
9. Marika Hillaire
10. Andrew Swain-Smith
11. Rebecca Collinge
12. Alex Masheder
13. Anett Szucs
14. Lucy Townsend
15. Laura Rachin
16. Anna Madiera

Climate Risks and Opportunities

Climate change is factored into BDP’s risk assessment process. As part of our annual Group Audit, we undertake an assessment of climate-related risks, and in March 2024 we aligned this with TCFD as part of our parent group ID&E’s reporting. These risks feed into our Group Risk and Opportunity register which is reviewed by the Compliance and Audit Group Quarterly.

Risk Name	Risk Description	Physical/ Transitional	Time Horizon	Impact on the Business	Description of Impact
Energy Procurement Costs	Increase in energy procurement costs such as fuel costs due to carbon pricing	Transitional	Short (1–3 years)	Moderate	Main impact will be on BDP Studio utility costs. Increases in the Carbon Price Floor within the UK are likely to be passed on to consumers through utility bill increases. Mitigation is in the form of our Scope 1 and 2 reduction plans. Studio consumption reduction is targeted year on year through Studio Action Plans. Switch to 100% renewable electricity tariffs will bring our Scope 2 emissions to zero and opportunities to eliminate gas are being considered.
Energy Prices	Rising energy prices	Transitional	Short (1–3 years)	Moderate	Same as above
Carbon Credits	Increase in carbon credit procurement costs	Transitional	Short (1–3 years)	Limited	BDP have committed to carbon neutrality of our Scope 1 and 2 emissions through annual offsetting. The price of offsetting may change year on year and is likely to increase over time to reflect carbon pricing. Mitigation is as above to reduce consumption and residual carbon emissions.
Rising Temperatures	Increased electricity and water consumption due to rising temperatures	Physical	Medium (3–5 years)	Moderate	The UK recorded its hottest ever year in 2022 and this has also been felt across the globe. Increased cooling requirements and water consumption could be a potential risk. Analysis of cooling strategies in each Studio to be reviewed against future climate weather data.
Climate Related Reporting Requirements	Risk that we are unable to comply with future climate-related financial disclosure requirements	Transitional	Medium (3–5 years)	Moderate	BDP are not currently in scope for mandatory climate-related financial disclosures, though this may change in the future. BDP have reported to ID&E in accordance with TCFD, the content of which can be incorporated into IFRS S1/S2 reporting.
Climate Change Targets and Aspirations	Reputational risk that we do not clearly articulate our climate change related aspirations or that our aspirations are not bold enough and we are perceived as out of step with global priorities particularly when compared to our peers/competitors.	Transitional	Short (1–3 years)	Moderate	Impact on potential work winning and attraction and retention of staff. New ESG strategy and brand will reflect out commitments and purpose.
ESG Consultancy	BDP has an increased market opportunity to provide ESG consulting and design services based on client demand and current upskilling of sustainability professions through delivery of internal ESG strategy and reporting.	Transitional	Short (1–3 years)	Moderate	Increased revenue from ESG related services (design and consultancy)

Table 24: Climate-related risks (and opportunities) relevant to BDP

Information Security and Privacy

Security and privacy of information has increasingly become embedded into ESG frameworks. At BDP, we ensure robust cyber security and data privacy measures are in place, led by our Chief Information Officer.

Security Policy

This policy provides guidance on how BDP has established and maintains the security, confidentiality, integrity and availability of information, information systems, applications and networks owned or held by BDP. The policy is reviewed and updated annually via the Compliance and Audit Group.

Cyber Security

Over the last financial year, we have made strategic Cyber Security investments to expand our defensive capability, offering greater protection to both BDP and its staff against a number of threats.

We believe that the entire business has a role to play in protecting BDP's business interests from cyber attack and therefore strive to protect every member of staff, every device, every identity and every studio from the ever changing threat landscape.

We work with independent cyber penetration testing teams to validate our approach and identify areas of weakness within BDP's global IT network. These exercises are essential, to better understand the approach an attacker might take within the live, IT network, ultimately enabling us to remediate vulnerabilities or adjust technical controls accordingly.

Our participation in cyber security events within the Architecture, Engineering and Construction space, and beyond, offers valuable insights into emerging threats, industry specific issues and enables us to prioritise both resourcing and future investment.



In March 2024, we achieved the Cyber Essentials Plus certification.

Key statistics for the last financial year include:

- No breaches
- 2.9 million vulnerabilities remediated
- 90.3% of endpoints and servers patched within 14 days

**Unpatched devices are typically made up of devices offline within the 14-day reporting period, offline due to staff sickness/holiday/leave, devices with communication issues or as a result of fluctuations in studio staff lines.*

Data Protection Hub

BDP uses all personal and sensitive data fairly, lawfully and transparently. We have created a hub within our internal intranet which sets out all aspects of how we protect both personal and BDP's data. The main legislation behind BDP's policies, procedures and guidance relating to data privacy is the UK General Data Protection Regulation (GDPR) and we have taken the GDPR principles and applied them to our Group Policies.

We have created an Employee Privacy Notice which sets out what BDP does with the data we collect from our employees, and this is supported by our Data Protection Policy and Use and Misuse of IT, Communications and Systems policies.



Reporting Frameworks

This report addresses our commitment of transparency of our operations, publicly disclosing information on our sustainability and ethical performance. As we increase the accuracy of our data, we are starting to align our reporting with recognised ESG Reporting Frameworks.

ESG frameworks offer a structured approach for disclosing and evaluating a company's business practices against a set of KPIs and reporting requirements or guidelines. These disclosures allow our staff and clients to understand our current impact alongside our future plans.

There is no single framework or standard for ESG reporting, and most ESG reporting is currently voluntary. However, this is starting to shift, with the EU's Corporate Sustainability Reporting Directive (CSRD) an example of a move towards mandatory sustainability reporting.

At BDP, we want to communicate our progress and performance as good practice, both to celebrate our achievements, and to help drive the operational and cultural changes needed to ensure we continue to create value far beyond the economic bottom line. The following sets out how we intend to do this.



IFRS Sustainability Disclosure Standards:

In June 2023, the International Sustainability Standards Board (ISSB) created two standards for publicly disclosing ESG performance - IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures. BDP have reported information with reference to these standards in our Financial Statement.

TCFD Recommendations:

The Task Force on Climate-related Financial Disclosures provides recommendations on the information that companies should disclose about the financial risks faced due to climate change. BDP have reported in accordance with TCFD via ID&E Holdings as one of their Group Companies. Further information on our climate related risks and opportunities can be found in on page 83 of this report.

TNFD Recommendations:

The Task Force on Nature-related Financial Disclosures is modelled on the TCFD guidelines. As part of our reporting to ID&E Holdings, we expect to report in accordance with these recommendations over the next financial year.

United Nations Global Compact:

A voluntary initiative based on CEO commitments to meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. BDP plan to join the UNGC within the next financial year and will submit a Communication on Progress annually after this, describing our efforts to implement the Ten Principles.

GRI Standards:

The Global Reporting Initiative is a widely used ESG reporting framework, providing a broad range of sustainability reporting guidance that is less focused on solely investor related reporting. GRI and ISSB are currently looking at how to optimise reporting for the two standards so they can be used together. BDP intend to report in accordance with both the ISSB IFRS standards and GRI in the future.

In addition to the above, we will work to maintain our ISO 14001 and ISO 50001 certification and report progress annually against our Science Based Targets.

BDP.