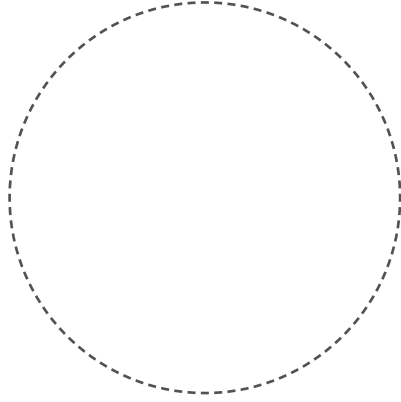


20:22 Sustainability Targets



**BENNETTS
ASSOCIATES**

“Bennetts Associates is an example of integration of sustainability and climate action in business, through their commitment to set a science-based target, procure sustainable energy, and include sustainability considerations in their designs. Their work contributes to moving us closer, faster to global climate neutrality.”

UNFCC

20 Targets for 2022

At Bennetts Associates, we have been at the forefront of sustainability in the way we run our business, and the buildings that we design since the architectural practice was founded in 1987 by Rab and Denise Bennetts.

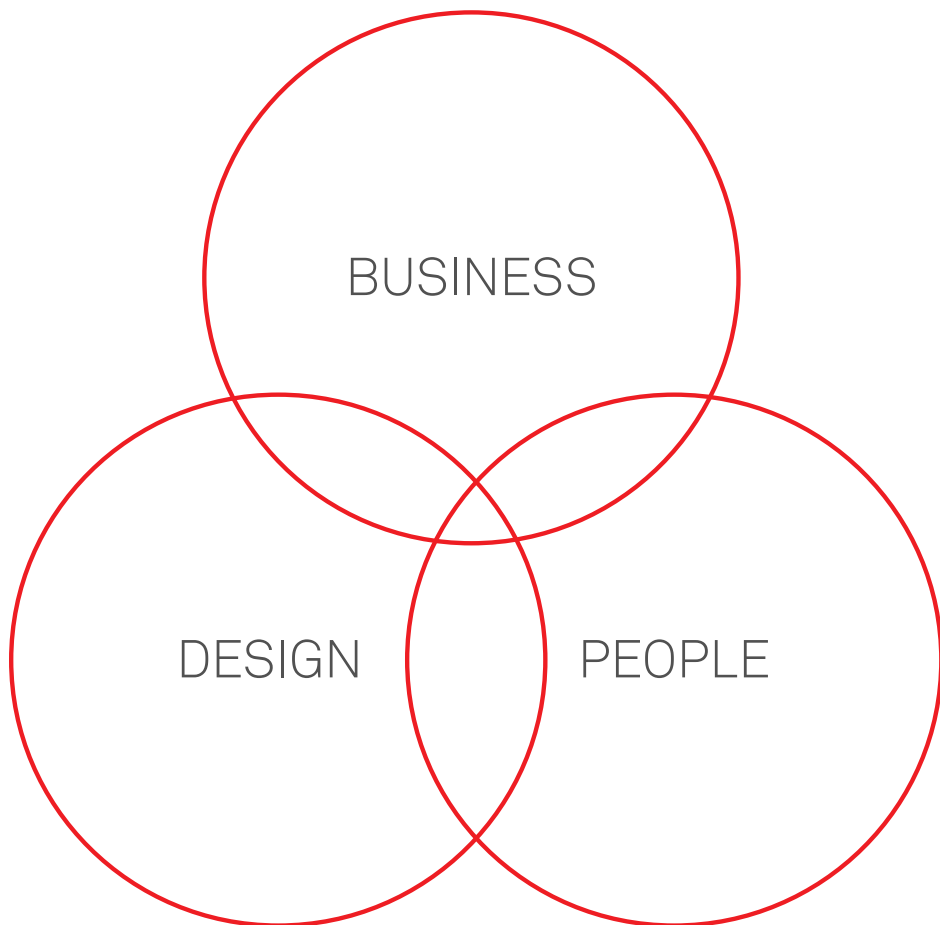
Powergen’s HQ, designed in 1991-94, was one of the first exemplar low-energy commercial buildings. Wessex Water’s HQ achieved the highest **BREEAM** rating for an office at completion in 2001, with Camden Council’s Offices at 5 Pancras Square repeating this feat in 2014. At the same time, as a business we have tried to match this ambition in the way that we are run, having measured our carbon footprint for many years, and being the first architects in the world to report their environmental impact using the internationally recognised **GRI** reporting methodology.

In 2017, during the year of our 30th anniversary and following our change to an **Employee-owned Trust**, we wanted to assess our position in terms of sustainability. We had a number of ageing policies and targets, and were keen to bring these all together into a set of targets that would cement our leadership in sustainable design and business operations across our studios in London, Edinburgh and Manchester.

As part of this process, during 2017 we became the first architectural practice in the world to turn carbon neutral; this was part of our commitment to the UN scheme **Climate Neutral Now** and at the same time we pledged to create science-based targets. In 2018, our two science-based targets were approved by the **Science Based Targets Initiative**, enabling us to become not only the first architects globally to achieve this, but also the 12th UK-based company (first SME), and the 114th in the world.

Finally, whilst we believe leadership begins with how we run our business, this is also the area of our work that has the least overall impact. As a result this report outlines our medium term sustainability targets for our business, the designs that we create, and how we treat our staff and the communities within which we work.

All of the following targets will be reported on annually via our public GRI report.



Contents

Our targets have been split into three categories which relate to our key spheres of influence in terms of sustainability:

- **Business (B)**, for targets relating to the impacts of our business activities
- **Design (D)**, for targets relating to the buildings that we design
- **People (P)**, for targets relating to staff engagement and community activism

The two targets which are approved by the Science Based Targets Initiative (SBTi) are highlighted below.

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B1: Energy Usage

We commit to reduce energy-related GHG emissions by at least 26% before 2022 from a 2016 baseline year.

This is the first of our two approved science-based targets, with the target aligned to a 1.5°C pathway. These categories of emissions accounted for 46% of our total GHG footprint in 2016.

Although all the energy we buy is from renewable sources, we still recognise that reducing demand is an important part of sustainable leadership.

With a view to the longer term reductions implied by a science-based target, an aspiration to achieve net-zero by 2050, we are also investigating opportunities to further reduce our emissions during this period.

This target has been upgraded since the first release of this document, changing from 21% to 26%.

B2: Clean Energy

We will continue to procure all energy from 100% renewable sources.

Whereas our Manchester studio is a sub-tenancy, both our London and Edinburgh studios procure their energy. In 2017, we switched to buying 100% green gas in addition to our long-standing commitment to buy 100% renewable electricity.



Solar water heating project in India funded as part of our 2017 offsets



B3: Business Travel Emissions

We commit to reducing business travel emissions (Scope 3.6) by 26% before 2022 from a 2016 baseline.

This is the second of our two approved science-based targets, aligned with a 1.5°C scenario. The emissions related to this target accounted for 32% of our GHG footprint in the base year. The emissions within this category and the opportunities for reduction are primarily related to flights. Since drafting the targets, we have worked hard to reduce unnecessary flights by investing in remote meeting facilities and defining an absolute budget within which we have to work.

This target has been upgraded since the first release of this document, changing from 7.5% to 26%. We will also commit to a 26% per person reduction over the same timeframe.



B4: Carbon Neutral

We commit to continue offsetting the entirety of our market-based GHG footprint in line with our commitment to the UN scheme Climate Neutral Now.

In 2017, we became the world's first architects to commit to the [Climate Neutral Now](#) initiative launched by the UN Climate Change, which requires companies to measure, reduce and offset.

We offset all emissions except for those relating to 100% renewable energy. In our first year we offset 76 tonnes, via [Gold Standard UN Certified Emissions Reductions](#) (CERs), supporting projects in India and Thailand.



— Our 3D printers use bio-plastics that get recycled into new 3D printing material

B5: Industry Action

We commit to continue funding cross-industry research and lobbying in the field of sustainability, with a focus on climate change through to 2022.

This will primarily be via the continued funding of the UK Green Building Council as a Gold Leaf member, with additional funds being provided each year for initiatives to match our current, above required, level of funding.

We will also continue to share our knowledge through continued engagement with the UKGBC and other partner organisations focusing on sustainability such as the Islington Sustainable Energy Partnership (ISEP), the London Energy Transformation Initiative (LETI) and the Get It Right Initiative (GIRI).

B6: Plastic-Free

We will work towards being a 'single use plastic'-free office by 2022, and set policies that work towards incorporating the circular economy within our office practices.

Our studios are already focused on reducing waste by having washable glasses, mugs, plates and cutlery for food use. We encourage the production of 3D-printed models through upcycling past models into printing materials to enable circular model-making.



11-21 Canal Reach, King's Cross:
A project with ambitious energy and embodied carbon targets due to complete in 2021

D7: Ambition

All projects since 2018 establish key areas of improvement with the in-house sustainability team from the onset of the design.

The intention of these reviews is to provide a forum for the sharing of best practice and lessons learned at the very beginning of a project, as well as produce ambitious targets for all projects.

D8: Briefing

Since 2018, all projects have strategic conversations with clients taking a view to incorporate key sustainability issues within consultant appointments.

We believe that, as we are often involved from the beginning of a project, one of our biggest opportunities to create more sustainable projects is to work with the client to create a project environment that gets the most out of a project. This would include:

- Inclusion of Design for Performance (real energy analysis) within consultants' appointments so that the team can work to reduce the operational costs and energy of a building rather than only ensure compliance;
- Inclusion of Post-Occupancy Analysis within consultants' and our own appointments to allow the fine-tuning of the building after completion;
- Inclusion of embodied carbon assessments and a whole building target.

While this won't always be achievable, we believe even having the conversation will produce a project environment more conducive to sustainable design.



— The Design and Engineering HQ for Jaguar Land Rover features a roof made up of approximately 16,000m² of Cross Laminated Timber

D9: Materials

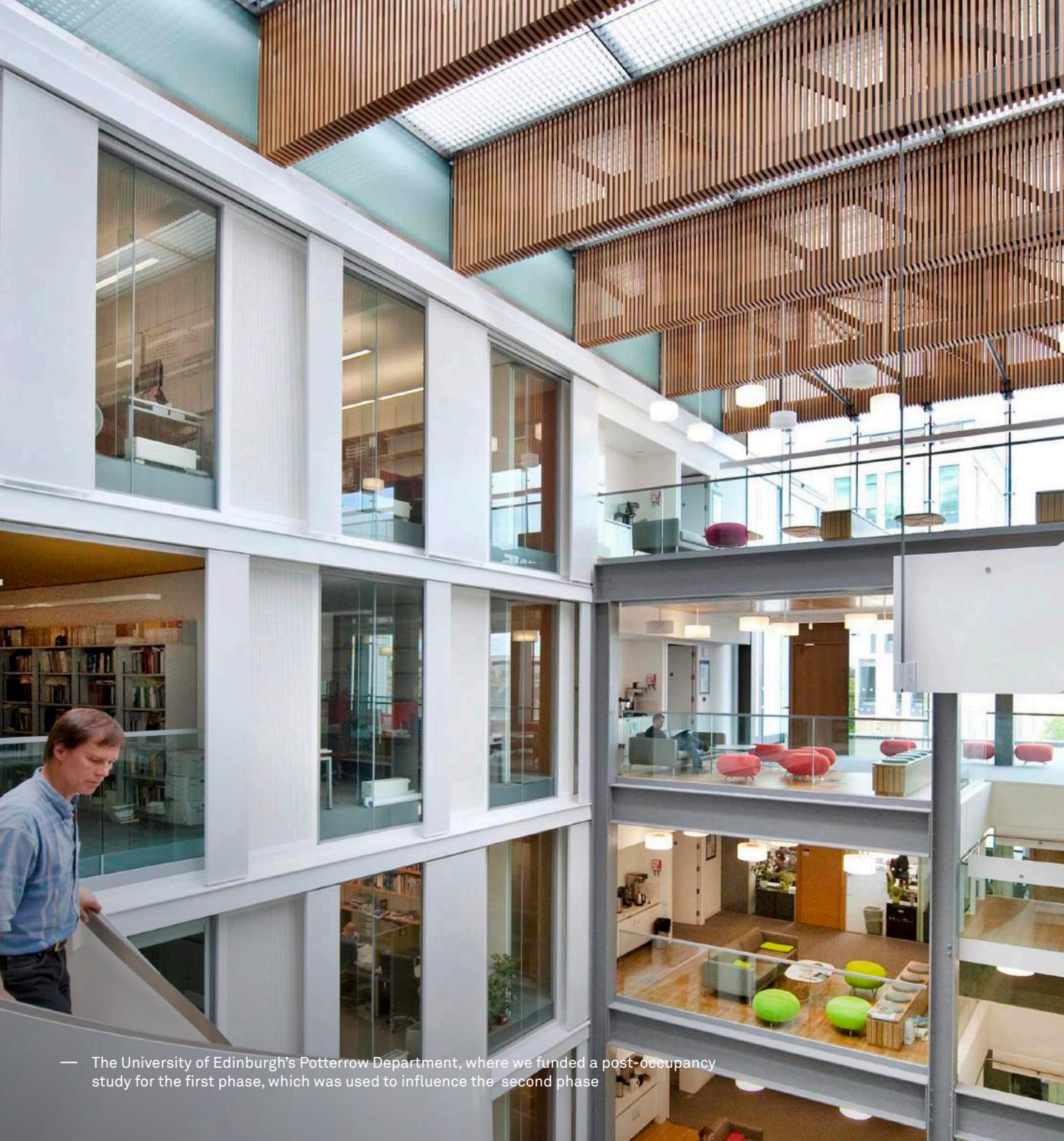
We will consider the ethical and environmental implications of the materials that we specify, including their impact on internal air quality.

We have long-standing policies on use of sustainably-sourced timber, and have begun to assess materials based on published [Environmental Product Declarations](#) (EPDs). We will continue to develop this process, and implement a practice-wide toolkit by end of 2019 that can be used on all projects.

D10: Analysis

By 2022 all projects will undertake some form of embodied carbon analysis; the majority will have this analysis for their key components of superstructure, substructure and façade.

A number of our projects have full embodied carbon analysis done by external consultants. Where specialist consultants are not involved we have sometimes looked to work with the design team to develop our own analysis based on the [ICE Database](#). We will seek to encourage the appointment of specialist consultants, as well as developing our own approach for when this is not possible.



D11: Tracking

All projects since 2018 will include standardised key sustainability data within their RIBA Stage 2 and 3 reports, and any subsequent specifications.

This process has been trialled since 2016, and is an important part of learning lessons from projects, as well as allowing early targets to be kept from briefing through to procurement and completion. The process of documenting also provides regular opportunities for review by the sustainability team.

D12: POE

We will undertake Post-Occupancy Evaluations on at least one project per year.

We have undertaken Post-Occupancy Evaluations on a number of projects over the history of the practice, and were involved in the development of the Soft Landings framework.

In the past, it has been difficult to get clients to commit to externally provided POEs. In 2017, we became a partner of the Building Use Studies Methodology, meaning that we could offer industry-standard POE without having to fund external consultants. We have so far trialled the methodology on a client's existing building prior to our design of their new HQ.

P13: Staff Footprints

We will continue to help staff produce personal carbon footprints, and provide recommendations on how they can reduce them. We will target at least 60% completion rate for the exercise.

In 2015, we wanted to help our staff understand their full footprint, from energy to food and transport. We developed a simple tool to measure personal carbon footprints, and have been successfully running the exercise ever since.

We started sharing this tool with other organisations in 2016, and since then have incrementally increased the number of responses per year. As part of this commitment, we will continue to make the tool freely available.*

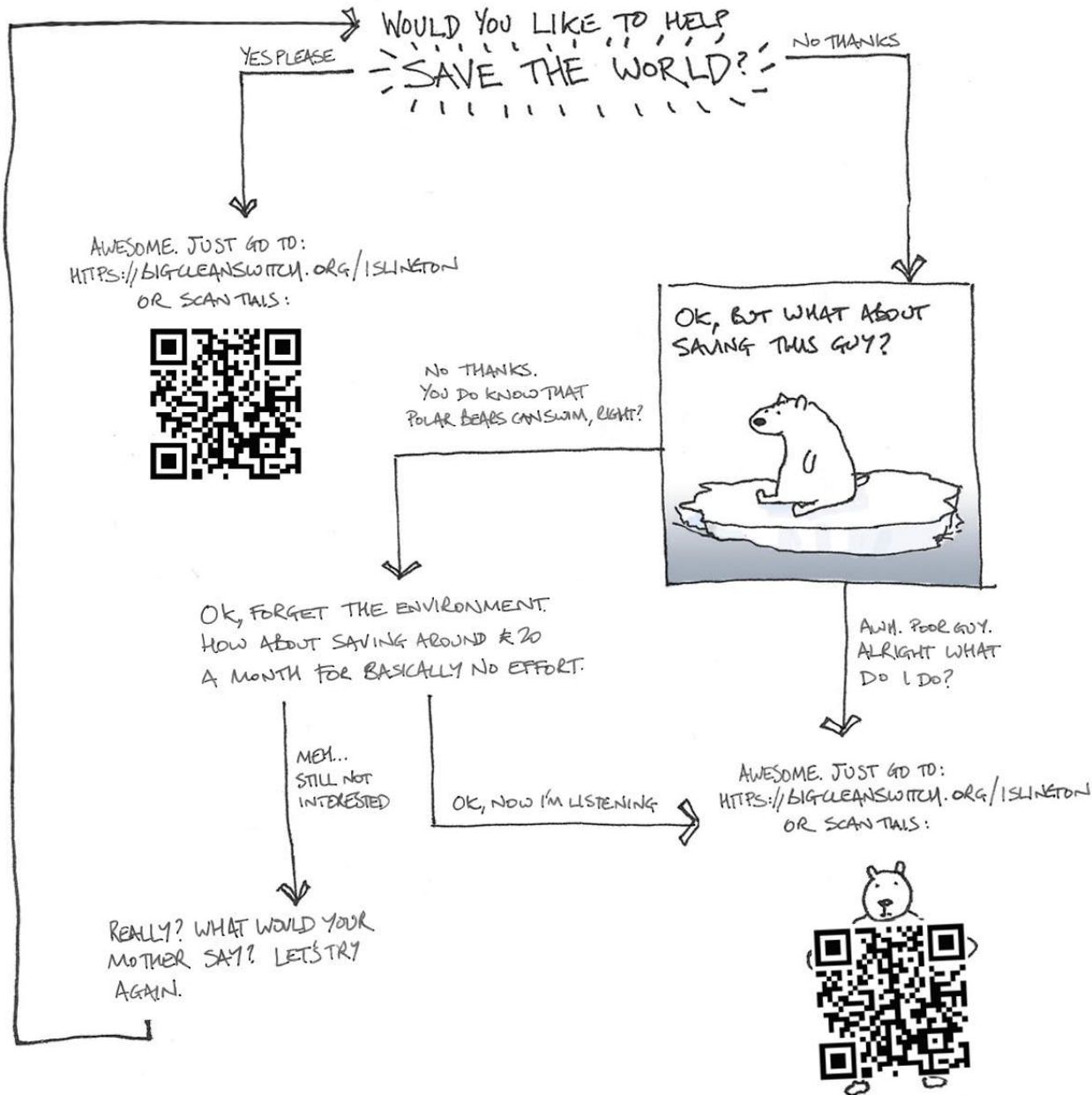
P14: Staff Energy

We will continue to assist staff in switching their own energy to 100% renewable sources.

Aiming to help our staff reduce their footprints, we negotiated a deal with a 100% renewable energy supplier in 2016, and ran a switching campaign.

Since then we have joined up with **Big Clean Switch** to run annual switching campaigns, which also raise funds for community projects in the area around our London office in Islington.

* email sustainability@bennettsassociates.com to receive a copy of the free tool



— We have run an internal switching scheme for two years to allow staff, their friends and family to switch to 100% renewable tariffs for their home energy



P15: Fair Pay

We will continue to pay all staff the Living Wage (London Living Wage within London) as a minimum, and continually assess pay against industry benchmarks.

P16: Community

We will continue to support or raise funds for at least one community project every year.

In recent years we have provided technical support and fundraising for schemes from PVs for a school near our London studio, to the regeneration of a small park.

In 2018, we also assisted in a number of Clean Air Day events with Islington Council, and raised funds for air quality improvements for an Islington school.

— In 2015, we helped raise money for the under-funded Robert Blair School in Islington to add solar panels.



— We replaced our current indoor environmental meters in 2018, with new Awair meters that measure temperature, VOCs, CO₂ and PM2.5s

P17: Physical Wellbeing

We actively measure conditions that relate to physical wellbeing across our studios and seek to improve our workplace environment.

Since 2015 we have been researching how best to measure air quality, investing in a range of sensors and discussing best practice with consultants. This is something that we will continue to develop.

We will also review how our own business practices contribute towards outdoor air quality, and develop methodologies on how this can be improved.

P18: Mental Wellbeing

We have created a group dedicated to improving mental health and wellbeing within the practice.

This group will provide annual training on mental health and wellbeing for all staff, and will create policies that can be implemented across the practice by the end of 2019.



— We take part in mentoring for the Stephen Lawrence Trust since 2018

P19: Opportunities

Since 2018, we provide at least two work experience placements per year to students, either from local schools or via the Stephen Lawrence Trust. These types of placements will make up at least half of all work experience placements that we provide.

We have offered work experience placements to local schools for some years, with varying success, but in 2018 we began a partnership with the **Stephen Lawrence Trust** and Islington Council to allow us to meet this target.

P20: Mentoring

We will continue to be involved in the mentoring of students via schemes such as RIBA mentoring or the Stephen Lawrence Trust.

Since 2014 we have been mentoring as part of the RIBA London mentoring scheme with Central St Martins and throughout 2018, we mentored four students via the Stephen Lawrence Trust that supports disadvantaged young people.

We also have a number of employees who participate in mentoring or teaching activities of UK universities, with support from the practice.



Beyond 2022

This document is intended to define our Sustainability Strategy until 2022. Prior to the end of this period we will update targets, hopefully to reflect our progress and see that we continue being business leaders in sustainability.

In the meantime, prior to 2022, we will continuously review these targets, and have already upgraded our science-based targets to be aligned with a 1.5°C pathway.

Through the Climate Neutral Now scheme, we are currently Net Zero (including Offsets), however we will review how we can become Net Zero across all GHG Scopes by 2050 without Offsets.

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