

Positive Impact Report 24-25



Contents

01	Hello
02	About Us
03	About This Report
04	Our Journey to Certification
05	Our Positive Impact
	Environment
	Governance
	Workers
	Community
	Customers
06	Goals for the Future
07	The Facts



Hello,

We are delighted to share our Impact Report for 2025. This report feels particularly special, marking our first formal recertification as we celebrate entering our fourth year as a fully-fledged B Corp.

Bennetts Associates has a long-standing commitment to sustainability, dating back to our founding in 1987. Over the years, as the definition of sustainability has evolved, we've continually adapted our practices to stay ahead of these changes. In 2020, we were inspired by the growing B Corp movement and recognised its alignment with our values, motivating us to pursue certification and strengthen our commitment to responsible business practices.

In February 2022, we proudly achieved B Corp certification, with a then leading score for a UK architectural practice. This certification solidified our commitment to the highest standards of verified social and environmental performance, transparency, and accountability - balancing profit with purpose.

Over the past three years, our B Corp journey has been one of reflection, growth, and collaboration. We've actively sought feedback, set ambitious goals, and identified key areas where we could make the biggest impact. By engaging with the B Corp community, we've learned and shared best practices, pushing ourselves to achieve even higher standards in our operations. In 2025, we are extremely proud to celebrate our recertification as a B Corp with a score of **161**. This achievement reflects our ongoing dedication to continuous improvement and using business as a force for good.

We hope you enjoy reading about our journey in this report and please get in touch if you would like to hear more.



Rob Bearyman - Director

About Us

Bennetts Associates is a leading UK architectural practice renowned for its approach to sustainability. As a certified B Corp and employee-owned trust, we foster an inclusive environment where everyone is empowered to contribute and thrive. Our team of around 70 employees across three studios in London, Edinburgh, and Manchester, are currently delivering projects across the UK, India and Greece.

Guided by the principle of "doing more with less," we design timeless buildings that reveal their beauty and utility over time. We are committed to leading our industry in the fight against the climate emergency, demonstrating that a low-carbon built environment is possible now and can be regenerative and thriving by 2030.

We believe in responsible business practices, helping our clients navigate a rapidly changing world with urgency and rigour, underpinned by evidence, innovation, and transparency. Respect, trust, and integrity are at the heart of our approach, fostering engaged teams with deep pride in our purpose.

We are proud of our pioneering approach to sustainability, including being a founding member of the UK Green Building Council and the first architectural practice in the world to secure Science Based Target approval. We have also committed to the UN's Climate Neutral Now campaign. Furthermore, we have led the way in publishing LETI carbon ratings for projects and achieving certification under the NABERS scheme.

This commitment to sustainability has received acknowledgement through awards such as the AJ100 Practice of the Year 2024. We were commended for our ambitious and detailed sustainability approach, and industry-shifting willingness to share knowledge and demand positive change.





The Big B in Mayfield Park, Manchester - B Corp Month 2023

About This Report

We are proud to share our third B Corp Impact Report celebrating our recent recertification. This report builds upon our established history of annual sustainability reporting, which began over a decade ago and transitioned into our B Corp Impact Report in 2021.

To provide a comprehensive overview, some information, such as our 100% employee ownership, is restated from previous reports, while we've focused primarily on our progress over the past year.

Before adopting the B Corp framework, our reports were aligned with the GRI reporting principles, a standard we proudly pioneered among architects in 2012. We maintain the essence of this approach and have retained key information from previous reports. This foundation continues to inform our approach as we strive for continuous improvement. However, for clarity and accessibility, this report is not fully referenced or indexed to the GRI standards. While our carbon footprint reporting remains on a calendar year basis, other aspects of this report cover the twelve months leading up to March 2025, coinciding with B Corp Month and our report publication.

We understand that our sustainability reports are a valuable resource for those following our journey. To enhance accessibility, we've included hyperlinks to further information, resources, and tools, such as case studies, data reports, and interactive tools, indicated by underlined formatting.

To ensure transparency and accountability, we've dedicated a separate section to our targets, allowing us to track progress and demonstrate our commitment to continuous improvement.

If you have any questions about this report, please feel free to contact us at mail@bennettsassociates.com.

1987

Bennetts Associates is founded by Rab & Denise Bennetts

1994

Powergen HQ completes



1998

BT HQ completes

2000

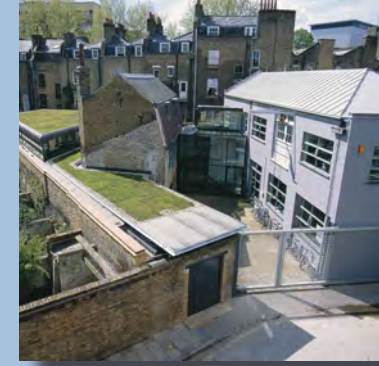
Rab Bennetts starts chairing Movement 4 Innovation's Sustainability group

Wessex Water HQ completes



2002

We move into and refurbish a collection of buildings in the heart of Islington



2007

We co-found the UK Green Building Council



We start measuring our carbon footprint

2008

New Street Square completes. First BREEAM Excellent Building in the City

2009

Complete EIIC Winchester, major refurbishment and winner of UKGBC Project of the Year

Our Journey

2019

We declare a climate emergency and attend our first climate strike



2018



2017

We are the first architects globally and 1st SME to have approved science-based targets

2016

We become an Employee Ownership Trust



2014

5 Pancras Square completes. Highest BREEAM rated office



2012

We become the first architects globally to publicly report using GRI standards



2021

RACE TO ZERO

We join Race To Zero, become founding members of Climate Perks and move from offsets to removals with Supercritical



Timber Square is first UK project to complete DfP review marking milestone towards NABERS certification



We certify as a B Corp, achieving the highest score of any UK architect at the time, and are recognized as Best For The World in the Workers impact area



2023

The practice becomes a Real Living Wage Employer and a Disability Confident Employer

2024

We commit to 0.5% of our turnover being donated to charity



2025

We sponsored the UK Net Zero Carbon Building Standard and supported its development across various sector and task groups



We recertify as a B Corp, with a score of 161



Built Environment B Corp event hosted at our London Studio

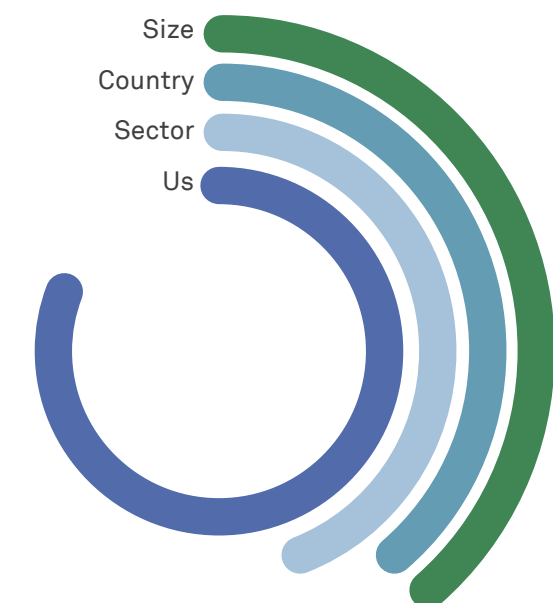
Our Positive Impact

A key part of B Corp certification is the B Impact Assessment, which scores organisations across five key impact areas: Governance, Workers, Community, Environment, and Customers. We're delighted to share that in our recent recertification, we achieved an overall score of **161**, demonstrating significant improvement from our initial score of 121.5 in 2022. This accomplishment reflects our dedication to continuous improvement across all impact areas.

The threshold for B Corp certification is 80, with an average score for non-B Corps around 50. When we first certified in 2022, our score was among the highest for UK architectural firms. While we've made significant strides, we recognise that the B Corp journey is one of ongoing progress.

As you can see, we're incredibly proud of the advancements we've made since our initial certification. However, this report also provides an opportunity for honest self-assessment, identifying areas for improvement and setting ambitious goals for the coming year and beyond.

So, let's take a closer look at our performance...



"A driver for initially joining Bennetts was its established reputation for leadership across many aspects of sustainable architecture. In a busy year for completed projects, we have continued to work with our clients and collaborators to lead the industry in the right direction, particularly following the release of the UK Net Zero Carbon Building Standard. Understanding what the standard means for how we design, deliver and communicate our projects has been a journey so far, but one I am looking forward to us tackling further through our projects and research in the year ahead"



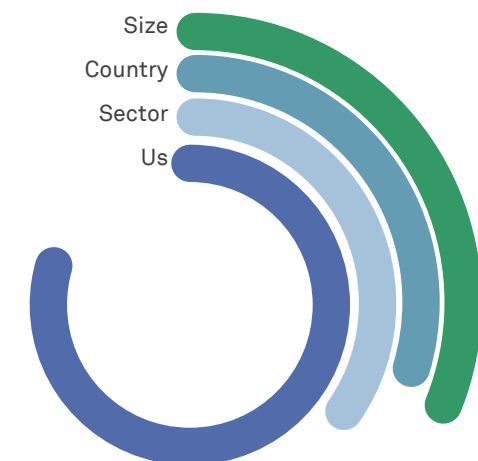
Harry Sumner - Sustainable Design Lead

Environment

We have a long history of leadership on environmental topics, both as a business and as architects on our projects. In our recertification we were able to document progress across a number of areas which increased our Environment score considerably, with the largest area being that of projects.

This increase reflects the improvements in our projects due to our improved processes and a drive to reduce the impact of our designs as well as the increasing amount of refurbishment work that we are undertaking. It also a feature of our drive to document projects in a much more detailed and transparent manner such that we were able to evidence many of the things that we were doing previously. Whilst our score is now well ahead of comparative organisations, we still hope to improve it over coming years as we start to see more projects complying with the Net Zero Carbon Building Standard and a number of other initiatives start to work their way through to completed projects.

In the previous year we shared upfront carbon data for our full portfolio, being the first architects to demonstrate alignment with the UKGBC's Scope 3 portfolio reporting method and going beyond to include projects in design stages. This level of ambition and transparency was given as one of the reasons we were awarded AJ100 Architect of the Year by the Architects Journal during 2024. This year we have extended this transparency to include an indicative assessment of our completed projects' upfront carbon against the UK Net Zero Carbon Building Standard limits. In future we hope to extend this more widely to the portfolio and to cover all limits and targets in the standard.



Business GHG Emissions

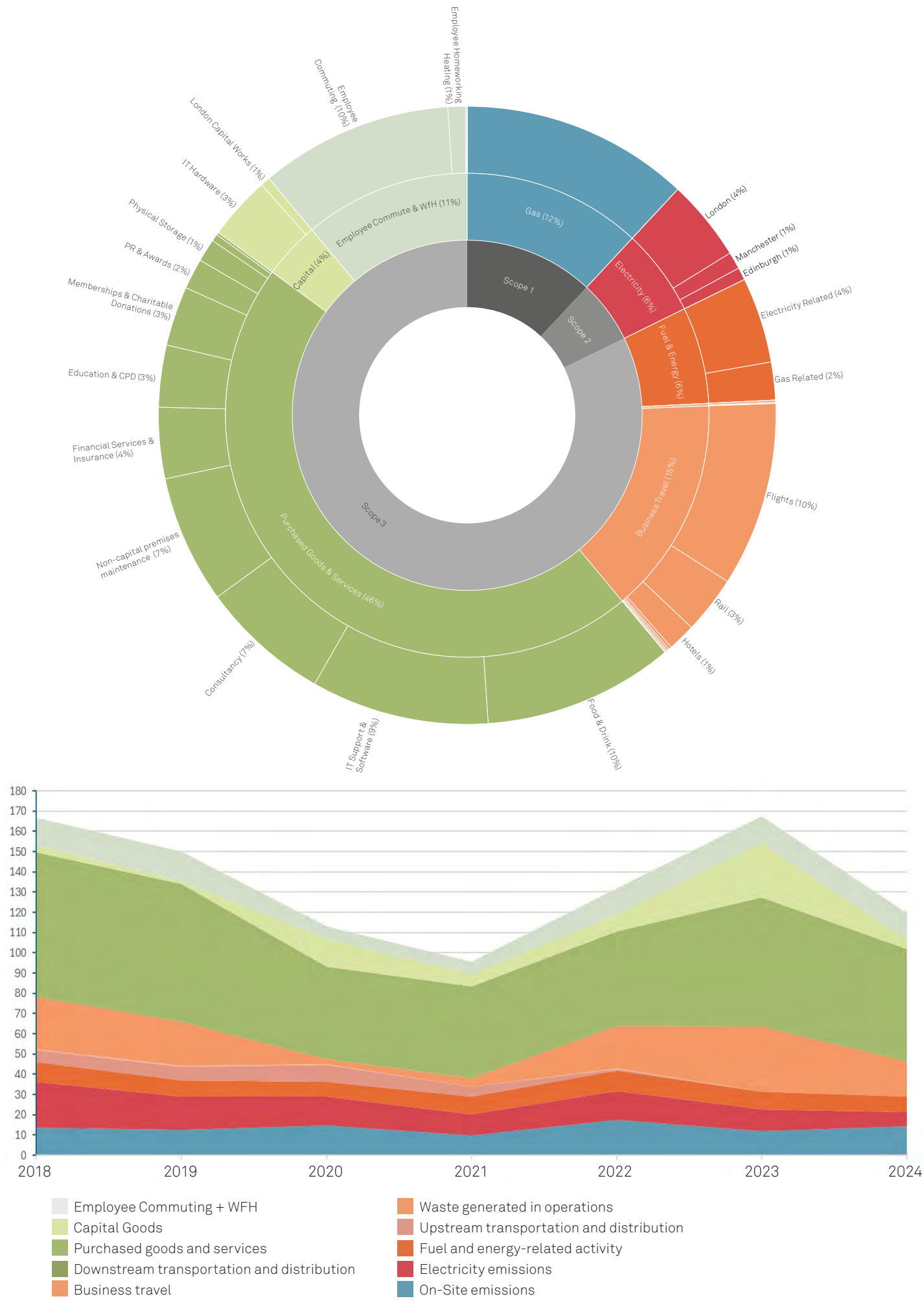
We have been publicly reporting our GHG inventory since 2012 and believe that we have achieved close to 100% coverage of all of our emissions since 2022. In 2024 we sought to review how we measured our footprint in an attempt to gain increased control over ways of reducing it. This has mostly been a case of getting more specific factors for goods and services and avoiding sector cost based factors wherever possible, but has also included moving to carbon factors for flights which reflect the actual routes and carriers. In addition we are using regional carbon factors for electricity including time-of-use factors for London.

All of this means that we have increased control over how we can reduce emissions and should better reflect the reality of our footprint, but as a result our footprint has reduced quite significantly (primarily due to the move away from generic cost based factors for goods and services). We have therefore re-calculated electricity and travel for years going back to 2018 using the new methodology and done the same for 2023 for goods and services before adjusting the previous years to create a new baseline. For both flight and electricity emissions our public disclosure still includes reporting using BEIS factors, but this is for reporting only and targets and decision-making will follow the new factors.

Regardless of the new methodologies, the overall breakdown of emissions remains similar, with goods and services dominating. Other significant scopes are Business Travel (15%), Gas (12%), Employee Commuting & Homeworking (11%). Electricity reduced by almost 40% which was partly due to reducing grid factors but was primarily related to shutting down the majority of servers in the London Office.

Capital Goods was also significantly reduced as 2023's emissions saw a temporary spike due to laptop replacement for the majority of the office. Business Travel, which had temporarily spiked in 2023 due to a large number of short haul flights has reduced to slightly below pre-COVID levels, and a push to reduce this further is currently ongoing.

As previous years, to maximise transparency a longer narrative and our full GHG inventory is available [here](#), and the tool used to produce it available [here](#).



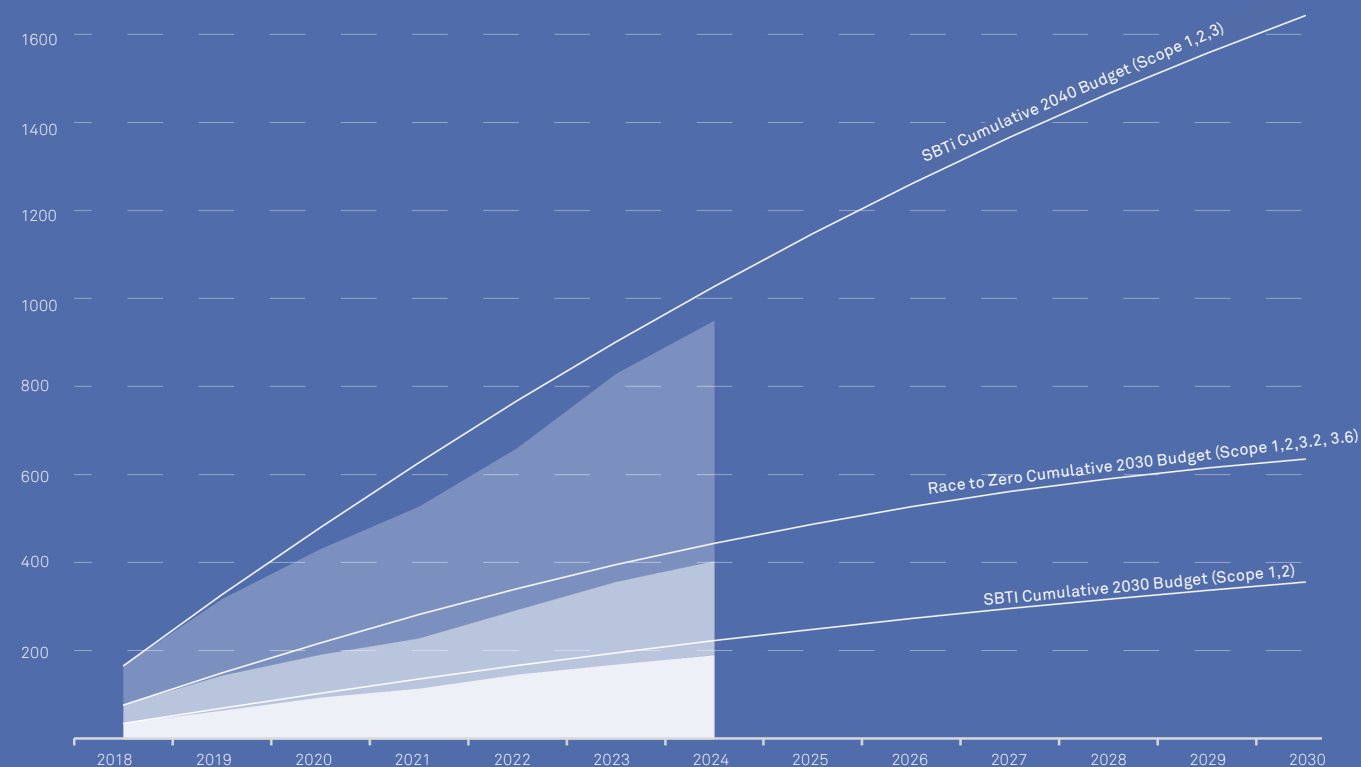
114tCO₂e absolute footprint*

1.6tCO₂e per employee*

12.9kgCO₂e per £1k turnover*

40% Reduction in Race to Zero Emissions
(compared to 2018 baselined year)

*location based (using regional/time of use Scope 2 factors and carrier and route specific flight factors)



Business GHG Emissions

2024 marks the first year with a reduced footprint since 2021, with an overall 28% reduction in emissions from 2023, and also a 28% reduction against our 2018 baseline year). Due to the new methodology changes we will be looking at opportunities to reduce these emissions further in coming years by load shifting and electrification of our heating in the London studio. A long term plan for reducing other sources is being prepared, but it is acknowledged that as an SME some of our supply chain emissions that have few alternatives (IT spend for example) may take some time to reduce via global improvements.

We are also tracking our progress against our 2030 and 2040 targets in terms of a cumulative budget, and the graph on the left shows that we are broadly on track with both our near term and net-zero science based targets, but are slightly off course to meet our Race to Zero budget by 2030, which is primarily down to more business travel than budgeted for.

Reductions during the pandemic years have given some buffer and the management team are currently reviewing how to bring operations back in line with the ambitious target trajectories. It is likely that this will partly be via more aggressive reductions across Scope 1 and 2 emissions in the near term.

Renewables, Offsets & Removals

Renewables

We follow the UK Green Building Council's guidance on procuring renewables as a way of providing market signals and financing to an important part of the net-zero economy. As we are too small to obtain a direct contract (PPA) we use a deep green tariff via Octopus (London, Edinburgh) which meets the criteria for claiming it as zero emission. Our Manchester office's energy is restricted by the landlord who offers a REGO backed tariff which we use, but which does not meet the UKGBC guidance and is therefore reported using the regional time-of-use factors.

Offsets and Removals

We have been offsetting 100% of our footprint since 2017, and since 2021 have been committed to moving from traditional offsets (avoided emissions) to durable removals (biochar, enhanced weathering, direct air capture) in line with the Oxford Principles for offsetting. We are one of the first 150 companies in the world to do so, and following removals for this year we will be the 142nd biggest purchaser of durable removals in the world. At present we remove 100% of all Scope 1,2 and 3 (Business Travel, Waste and Fuel related emissions) emissions, with Goods and Services, Capital Goods and Employee Commuting & Homeworking at 20% removals, ramping up to 100% by 2040 in line with our science-based targets. Over the past year we have been working with Restord to pilot homegrown biochar, which has been the subject of an award winning podcast "Grounded", you can [listen to the podcast here](#).

Transition Fund

In line with UKGBC guidance we set a carbon price aligned with the latest UKGBC guidance which is payable on our full footprint. This is currently £252/tCO₂e though this may adjust with the latest HM Treasury values.

After purchasing removals and offsets the remaining transition fund is used for supporting sustainability initiatives which would not have been funded otherwise. This includes research and campaigns which can be found on the following page.

98% Deep Green Electricity
(remaining 2% is REGO backed Renewable Electricity)

100% of Scope 1, 2 & 3 emissions to be offset or removed

100% of energy and travel emissions to be removed

49% of all emissions to be removed via durable removals

142nd biggest purchaser of removals in the world



Director, Julian Lipscombe presenting at the Energy Efficiency in Buildings conference in Athens

Research & Dissemination

UK Net Zero Carbon Building Standard

We were silver sponsors and one of the largest organisational contributors to the new UK Net Zero Carbon Building Standard which is entering its pilot phase. Seven staff worked over three years to help build something that we hope will have a huge impact within the UK and potentially further afield.

Net Zero Labs

As part of our continued work on lab buildings we partnered with cost and engineering consultants to produce a roadmap for net-zero aligned lab buildings. Building on our experience in this and other sectors we proposed options for making this challenging sector leaner and more aligned with a net-zero pathway. To read the study in full click [here](#).

Benchmarks for India

As we look to align our UK projects with the new Net Zero Carbon Building Standard we aspire to a similar level of ambition for our international projects. To do this we need ambitious as-built targets to avoid the over reliance on proxy standards like LEED that undervalue real performance. To this end we outlined a series of initial benchmarks and ambitious but realistic project targets. The more fossil-based electricity grid within India and differing norms, challenges and opportunities in terms of material use in a typical building mean that these targets and potential solutions will differ from UK projects. This has been presented at conferences in India and can be requested by [email](#).

Earth Blocks

We continued to provide support to HG Matthews to scale up the use of Earth in the built environment sector. This was through the placement of an associate and earth building specialist, with the work featuring in the book [Materials: An Environmental Primer](#).

Knowledge Sharing

Over the year we presented our work on ethical business and low-carbon architecture at the Knowledge Quarter, Futurebuild, Footprint+, Net-Zero Live, Retrofit 24, One Click's Carbon Experts series and the Energy Efficiency in Buildings conference in Athens. We also continue to promote our Tell the Truth campaign, which can be found [here](#).

“I made use of the climate perks policy to travel from Edinburgh to Devon for a friend’s wedding followed by a week-long holiday in Cornwall. The Penzance to Edinburgh train journey is a beautiful one and the carbon admissions are significantly lower than flying.

For me, climate perks are a great incentive to minimise flying and travel slowly and consciously.

At the end of March, I’m taking advantage of the policy again with a holiday to Rotterdam.”

Ruth Hamilton - Architect

1.5 Degree Lifestyle

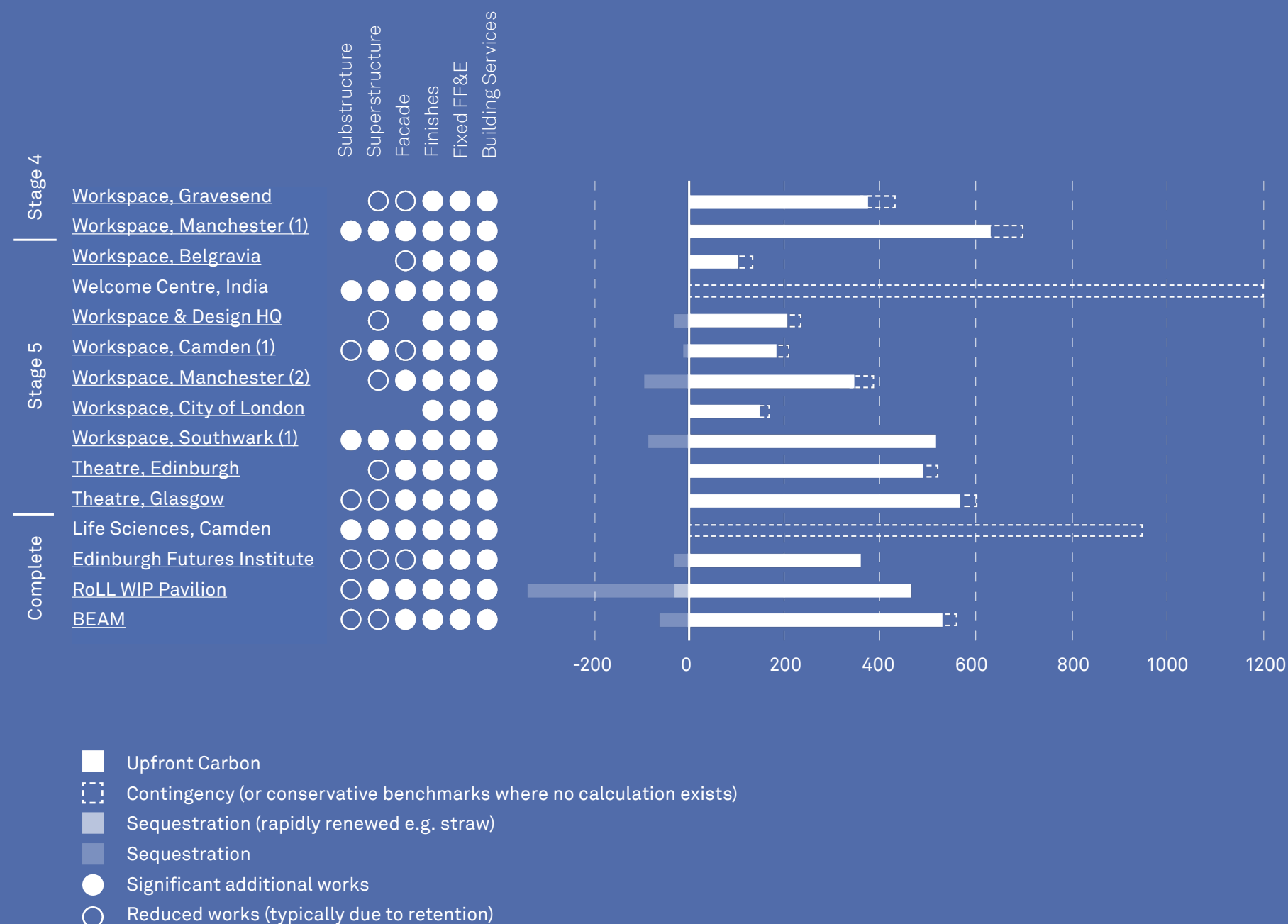
Bennetts Associates believe that as well as showing environmental leadership as a business we should also encourage and enable our staff to live lifestyles aligned with 1.5 degrees of global warming. As well as being the right thing to do, we also think it aids carbon literacy within the practice which feeds back into project work.

A big part of this staff empowerment is our personal carbon footprinting exercise, which is run every year, helping staff to understand their own personal impact. This year the average has risen again from 5.9tCO₂e to 6.3tCO₂e almost reaching the pre-pandemic average of 6.4tCO₂e and being overall the second highest year since the study started in 2016, with the rise driven almost entirely by flight emissions reaching a new peak. See here for the summary of our personal carbon foot printing exercise for 2024.

We also use the results of the personal footprint survey to understand how we as a business can help staff reduce their impact through personnel policies. Over many years we have run renewables switching campaigns, which means that over 77% of our staff use a renewable tariff (55% using Octopus). Similarly, We partnered with climate change charity Possible to become a founding member of Climate Perks, as we noticed flight carbon increasing over the years. In the previous year this has been used by 10% of staff for coach and rail travel to France, Poland and even within the UK. We also partner with Octopus to provide staff with subsidised EV leases, which is currently being utilised by one member of staff.

Lastly, we use a pension provider whose default fund is significantly lower carbon than average, with a medium-term plan to fully decarbonise.

As well as running the exercise internally, we also make the tool freely available, and it is used by many of our peers and collaborators as well as a number of smaller businesses via the Islington Sustainability Network. To receive a copy of the tool click [here](#)



- Upfront Carbon
- Contingency (or conservative benchmarks where no calculation exists)
- Sequestration (rapidly renewed e.g. straw)
- Sequestration
- Significant additional works
- Reduced works (typically due to retention)

Scope icons refer to the scope of works rather than calculation (all calculations have no significant exclusions, though may use benchmarks at early stages)
 Click on project names for detailed breakdowns and any explanatory notes
 For projects where no RICS aligned carbon calculation exists conservative benchmarks are used (e.g. GLA, or GLA inflated for international projects)
 *As-built assessment in progress as of Q1 2025 to replace benchmark

Projects

As architects our greatest environmental impact by far is indirect, through the projects that we design rather than through our direct impact as an organisation. To exemplify that, the total emissions at practical completion of those projects completing in 2024 amounted to 16,630 tonnes versus our organisational total of 114 tonnes. Consequently, how we design is of the utmost importance.

Since 2021 we have been reporting upfront carbon emissions of completed projects, and last year we released data for our full portfolio from RIBA Stage 3 through to completion. We believe this was the first implementation of the UKGBC guidance, which we wrote about in a UKGBC thought piece to accompany their research and presented at the Footprint+ conference. Since then we have sought to expand our reporting to include indicative comparisons to the upfront carbon limits from the new UK Net Zero Carbon Building Standard for our completed projects. In future we hope to be able to report more of our projects against all of the key standard limits. As the standard is still in its pilot phase, the comparisons are not intended to make claims about the projects' compliance with the standard but rather to visualise our progress towards the target of having a fully net-zero aligned portfolio.

In line with our commitment to transparency we continue to follow the Tell the Truth campaign both internally and externally, and now apply it to all public documents, including planning statements and reports. In the coming year we hope to push the campaign further and ideally get buy-in from a journal to mark articles and claims that are aligned with the standard.

The following pages include a number of key projects that have either completed or reached key milestones in the past year.

Edinburgh Futures Institute

Partially handed over in 2023 and achieving PC in 2024, The Edinburgh Futures Institute brings new life to the former Royal Infirmary after years of dereliction. The Category A-listed Victorian hospital was in poor condition when the University of Edinburgh bought it in 2015, so the project removes unsympathetic extensions, repairs extensive dry rot, restores the key elements to their former glory and stitches in new accommodation alongside the existing hospital wards and corridors.

The project predates a lot of the more common analysis for operational energy and did not have a predictive assessment. However, the fabric has been improved by providing internal wall insulation to a large amount of the existing external wall, alongside window replacement with natural ventilation is now provided. The scheme also connects to the University's heat network which is likely to be decarbonised in the near future (currently based on gas CHPs).

In terms of upfront carbon, the scheme is representative of a number of our older retrofit projects, whereby the new architectural interventions are small in number but have a huge impact on reorganising and rejuvenating the existing building. The scheme also makes use of, and exposes a lot of the existing fabric rather than adding new materials to cover it up.

The new interventions are fairly high carbon in their material choice, though they were dealing with some complex challenges of the existing building and were designed prior to a lot of our more recent work on embodied carbon. Regardless, the upfront carbon reporting shows that even high carbon interventions when used to enable a large-scale reuse of an existing building result in a project with a relatively low upfront carbon intensity compared to a new-build. Newer projects dealing with historic buildings have learned much from the project in terms of its architectural design and treatment of the historic fabric.

Upfront Carbon: 361kgCO₂e/m²

Sequestration: -31kgCO₂e/m²

See full breakdown [here](#)



The image shows the interior of the Edinburgh Futures Institute, a modern workspace within a historic building. The space features a high ceiling with exposed brickwork and large stone pillars. In the foreground, there are several blue modular furniture units, some of which are being used as study desks. A man is sitting at one of these desks, working on a laptop. In the background, a woman is also working at a similar desk. To the right, a staircase with a wooden handrail and a large window is visible. The number '2' is displayed on the wall near the staircase. The overall atmosphere is one of a modern, functional workspace integrated into a historic building.

"The EFI (Edinburgh Futures Institute) project, undertaken for the University of Edinburgh represents a consistent 9-year body of work for me. Its completion represents the salvage and restoration of the derelict and ruinous Grade A listed building and the healing of an open wound in the fabric of the city, having sat behind hoarding for 20 years. Being involved with a project of this nature gives me an immense feeling of pride. Many friendships and stories have been made along the way and the building, with its new purpose and place in the city, stands as testament to all our efforts."

Iain Tinsdale - Senior Associate



Robotics Living Lab

The new Robotics Living Lab, named the 'Work in Progress Pavilion' is an adaptable workspace, exhibition area and event space to promote the work of Manchester Metropolitan University and the Manchester Fashion Institute in using robotic technologies to further sustainable fashion.

Given the small pavilion nature of the project, and the net zero ambitions of the client the project set out to test materials and construction techniques that are aligned with a much lower carbon built environment. The upfront carbon was measured throughout internally, and used to influence design and material decisions.

The design, which has now received planning permission and is due to start on site explored a number of material options, eventually settling on modular straw cassette systems made in the north west for the wall and a traditional timber frame. We are particularly interested in the use of straw as it sequesters carbon at a rate where it is fairly uncontroversial to say that it could be counted alongside upfront carbon (though we don't due to alignment with the RICS methodology). The total sequestration on the project is approximately 45% of the upfront emissions, and 12% is from rapidly renewable sources.

The design also uses a radiant floor for cooling and heating, though does not have predictive energy analysis that allows us to quantify the impact of this. Using earth screed for the slab was investigated but was discounted due to project specific reasons that we are working to resolve for future projects via research and testing as this would have decreased the upfront carbon noticeably.

The Robotics Living Lab was confirmed as a UK Net Zero Carbon Building Standard Pilot Project in early 2025. With the building now in operation, we are working with the building users and management team to undertake a period of Post Occupancy Evaluation and as-built data collection in line with the requirements of the standard.

Upfront Carbon: 468 kgCO₂e/m²

Sequestration: -340kgCO₂e/m²

See full breakdown [here](#)



“Having worked with Robotics Living Lab on the Work in Progress Pavilion, it has been hugely rewarding to see the use of innovative, low carbon materials and building systems. The building challenges conventional construction by reducing the upfront embodied carbon on the project with many great innovations, including off-site manufactured straw insulated wall panels and a UK Douglas Fir timber frame. It is a great demonstration of the effort required by the industry to meet ever more demanding targets to reduce our impact on the climate.”

Sam Gills - Associate

Timber Square

Timber Square is a timber-steel hybrid structure workplace with large amounts of re-use, designed for Landsec. Situated in Bankside, London, the scheme will be comprised of an extended 1950s printworks and a 15-storey new building. Finishes are kept to a minimum, structural joints are visible and reversible – aiding future deconstruction and the resulting lean and authentic character of the buildings deliberately draws on the industrial aesthetic of the area.

In 2022 Timber Square achieved a 5-star design Reviewed Target rating, making it the UK's first Design for Performance project to complete its Independent Design Review. This means it is on track to receive a 5-star NABERS UK Energy Rating once in operation.

Upfront carbon assessments have been carried out on the project since the early design stages and significant reductions have been achieved through re-use of structure, use of large amounts of cross laminated timber and sparing use of finishes alongside a generally efficient design of the project. As such it is on track to achieve an average upfront carbon for both buildings of approximately 550 kgCO₂e/m², and in addition sequestering close to 90kgCO₂e/m². It was one of the first projects for which we publicly reported the upfront carbon on our website, as part of our pledge to do this for all projects that reach Stage 4.

To find out more, including interviews from Radio 4's Costing The Earth series as well as a BBC World documentary visit the project page [here](#).

Upfront Carbon: 550kgCO₂e/m²

Sequestration: -85kgCO₂e/m²





"I'm hugely proud to play a part in this project as it represents not only the latest in the long line of pioneering projects by Bennetts Associates, but perhaps more significantly a step change in the construction industry towards using timber and low carbon materials on large scale, commercial buildings. Our team has worked incredibly hard to bring it to life through remote working during the pandemic and global economic challenges."

Jonathan Spratt - Senior Associate

100%

Employee owned

3

Studios represented

7

EOT Trustee Directors

57%

of our EOT Trustee Directors are female

9

Years of being Employee Owned

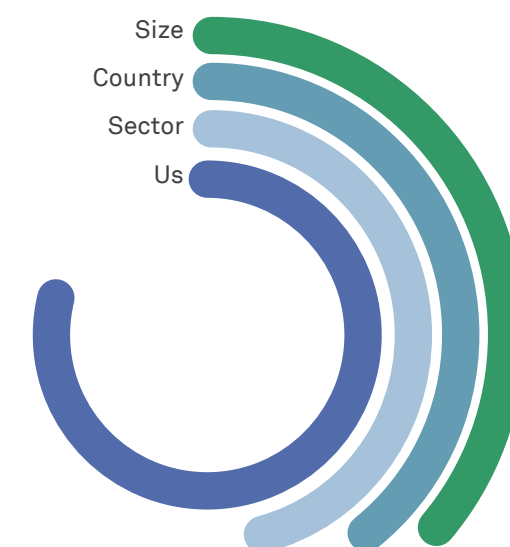
24

Employees have been EOT trustees since 2016

Governance

We scored above average for Governance. The most significant change has been adopting the legal amendments to our Articles of Association to fully align with the spirit and detail of being a B Corp.

Further improvements are expected in the next year around formalising many of the activities that already happen informally within the governance structure.



Governance

Share ownership of the practice was transferred in full to an Employee Ownership Trust in September 2016, safeguarding the ethos of the practice for future generations and ensuring the practice continues to be run in the best interest of our employees. Building upon this foundation, we further solidified our commitment to responsible business practices by updating our Articles of Association in 2022 to align with the legal framework of B Corp certification. Over the subsequent three years, we have embedded these principles into our operations.

The Directors and wider Management Team continue to undertake the day-to-day management of the practice, setting the strategic direction and managing the operations of the business. Complementing this, the Employee Ownership Trust has its own Board of Trustee Directors, made up of a diverse cross-section of employees throughout the practice, this selection process is designed to ensure diverse representation across all studios and roles, fostering a culture of inclusivity and shared ownership, along with an independent Trustee, all serving three-year terms.

The Management Team meets monthly to address strategic practice matters. Quarterly, working groups from across the practice provide written reports, which are reviewed at the meetings to identify and address critical issues requiring management approval. Meeting minutes are then issued to all employees, ensuring transparency.

Financial information is presented quarterly to the Employee Ownership Trust and subsequently to the entire practice. Project-specific financial data is shared with project leads and teams.

"It's a joy to be involved in something that makes you feel part of the bigger picture, being an EOT provides transparency and understanding. It empowers employees and provides the opportunity to be both drivers and beneficiaries of success."

Rebecca Sheead - Senior Project Administrator
EOT Trustee Director 2021 - 2024



Our Manchester Studio enjoying breakfast together



Our Edinburgh, London and Manchester Studios together at The Royal College of Gynaecologists - December 2024

Workers

Our commitment to our people remains a core value at Bennetts Associates. Building on our recognition as a B Corp "Best For The World Honouree" in the Employee Impact area in 2021, we are continually looking for ways to enhance the employee experience and prioritise the well-being and development of our team.

We recognise the significant influence we have on our employees' lives and strive to ensure that influence is positive. Our policies and practices contribute to a healthy and supportive work environment. Guided by the B Corp framework, we are constantly evaluating and enhancing our employee programmes, focusing on areas such as professional development, employee engagement, and the evolution of our benefits to meet the diverse needs of our employees.



Our Employees

Bennetts Associates is committed to supporting all aspects of employee well-being. We are continually expanding our well-being strategy, policies, and benefits to address all aspects of mental, physical, and financial health. Our employee policies foster open communication and provide support for areas such as caring responsibilities, fertility, menopause, and menstrual health.

We have a dedicated practice-wide well-being team members that are all trained Mental Health First Aid Champions or Responders and curate a year-round programme of events. Demonstrating our commitment to financial well-being, we have been an accredited Real Living Wage Employer since August 2023 and operate a discretionary bonus scheme through our Employee Ownership structure.

Our internal career progression guidance is fully integrated into our appraisal process, providing greater clarity and transparency around career paths, salary levels, and pay structure within our architectural and creative support teams.

We launched our BA Next Gen initiative at the end of 2024 providing targeted support and guidance for our newly qualified architects. We gather feedback through EOT forums, bi-annual staff appraisals, and employee surveys to understand employee needs and ensure responsive practices.



Our Edinburgh, Manchester and London studios on our trip Timber Square - December 2024



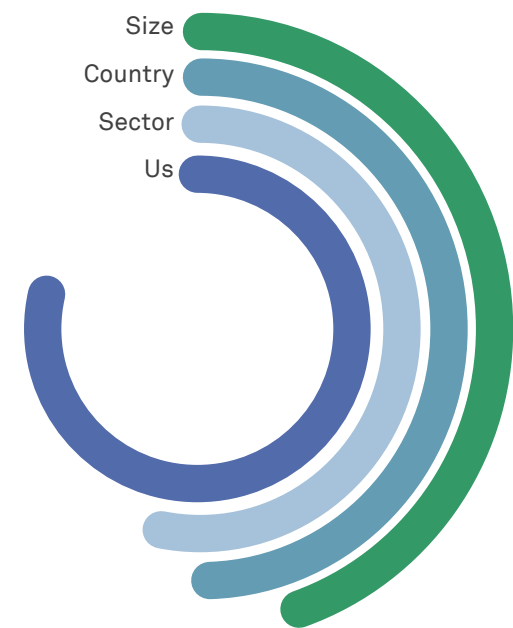
“It was great to see the built environment and architecture being introduced to 6 and 7 year olds in a way that was exciting and accessible and to observe the children's enthusiasm to create and draw their own churches with blocks and quill and ink.”

Alison Darvill – Associate Director
Volunteering on her son's school trip -
“Wren, Rebuilding and the Great Fire”

Community

We are proud of our efforts in civic engagement, and we continue to score well compared to benchmarks in this impact area.

This year, we are further strengthening our commitment to community engagement, which includes expanding our volunteering policy, by offering more opportunities for staff involvement and strengthening our existing relationships with a variety of organisations. This initiative will provide our employees with more opportunities to make a positive impact in the communities surrounding our London, Edinburgh, and Manchester studios.



EDI & Demographics

The following actions were completed as part of our commitment to creating a supportive and inclusive workplace for all employees.

Family Policies:

We recognise the importance of supporting employees starting or growing their families. In 2024, we further enhanced our policies to encourage a more equitable distribution of caregiving responsibilities. Decoupling statutory pay from our enhanced parental leave enables our employees to fully access Shared Parental Leave without impacting their partner's allowance. We believe this benefits our employees and their families, allowing for better work-life balance.

Representing who we are:

Clear communication is essential for building strong relationships and fostering a sense of community. To encourage this, we have included pronouns and pronunciations of our names through audio recordings to our website profiles. We hope that in doing so we are promoting an environment of belonging inside Bennetts Associates and the industry more widely. Meet one of our team members [here](#).

Recruitment Process:

Our commitment to diversity and inclusion is reflected in our recruitment practices. Since becoming a Disability Confident employer in 2023, we've focused on continuous improvement, including analysing job descriptions for inclusive language, including a DEI statement in job adverts, and implementing Anonymous application reviews where possible. We track demographic data at each recruitment stage and collect anonymous feedback from those interviewed.

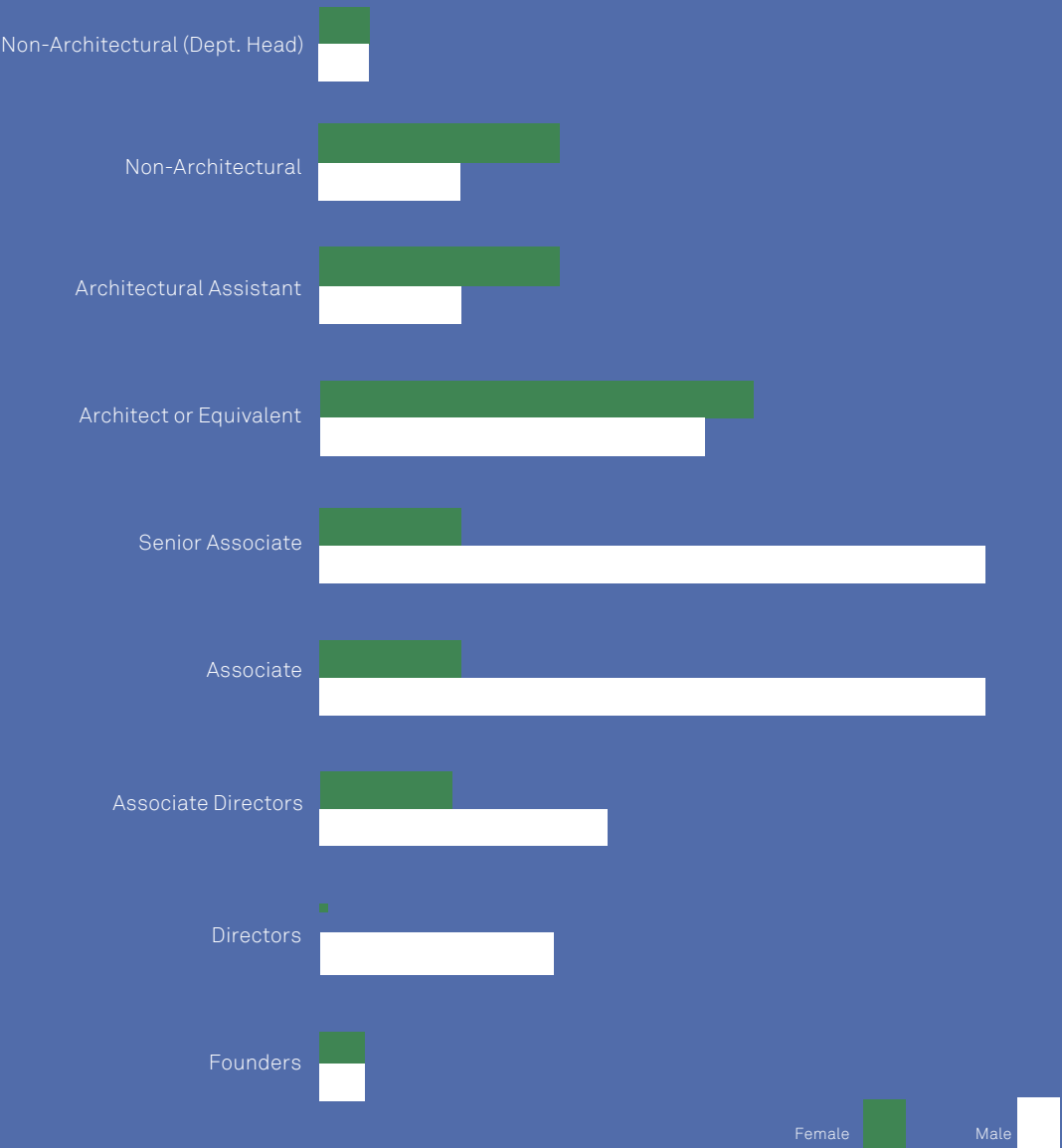
We believe in transparency. Since 2021, we've been running an internal demographic survey, the results of which are [shared externally](#). on the following page is a summary of the key findings.

7% of staff report a disability, nearly half related to mental health, reflecting a culture of openness.

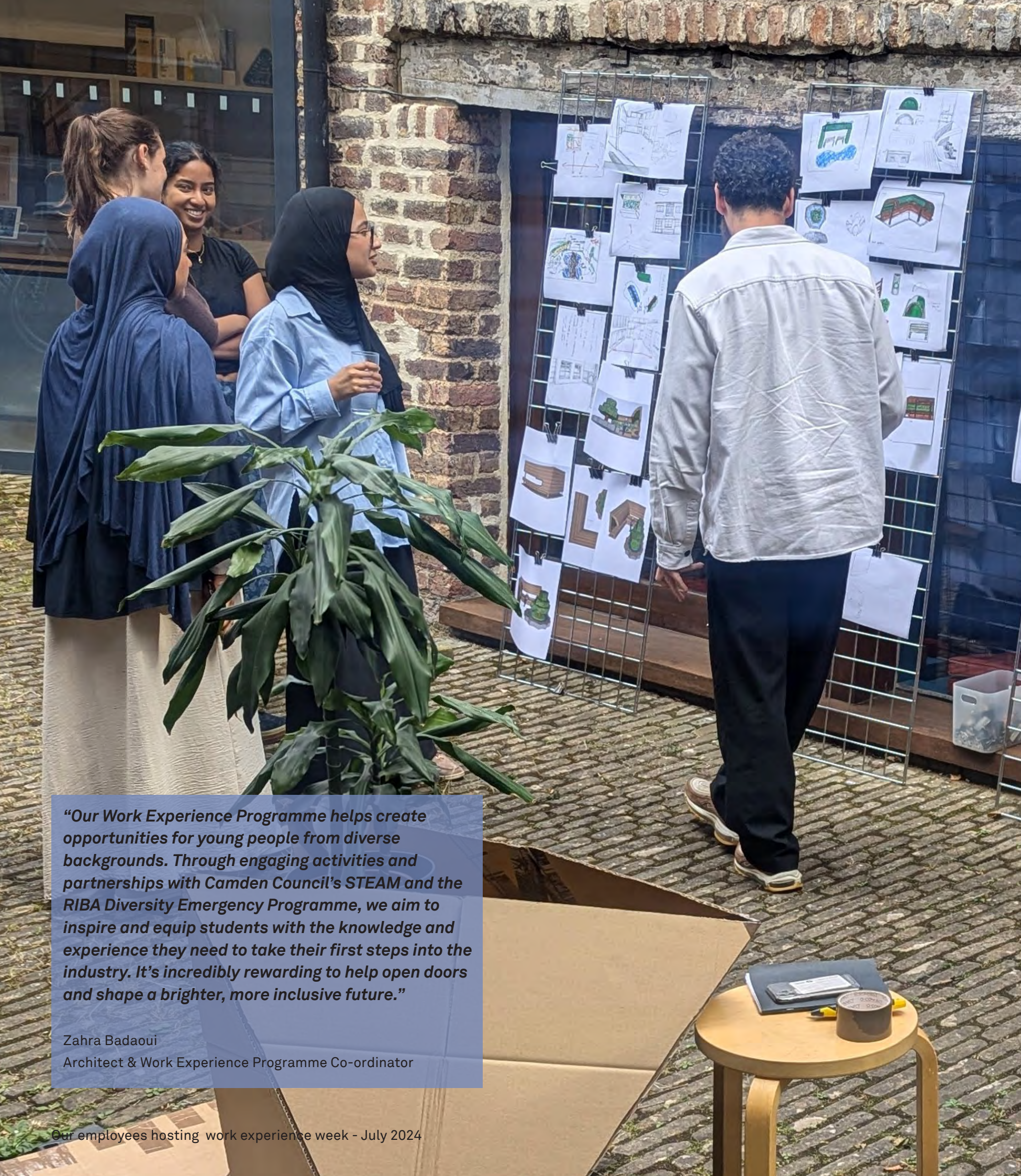
42% of our employees are female.

25% of the management and founders are female.

49% of our employees have caring responsibilities, with a relatively even split between genders.



Above: Gender split by role within the office



“Our Work Experience Programme helps create opportunities for young people from diverse backgrounds. Through engaging activities and partnerships with Camden Council’s STEAM and the RIBA Diversity Emergency Programme, we aim to inspire and equip students with the knowledge and experience they need to take their first steps into the industry. It’s incredibly rewarding to help open doors and shape a brighter, more inclusive future.”

Zahra Badaoui
Architect & Work Experience Programme Co-ordinator

Our employees hosting work experience week - July 2024

Volunteering & Mentoring

Bennetts Associates contributes positively to a range of pro-social initiatives. We believe in sharing our expertise and resources to empower individuals and strengthen our communities.

We encourage employee volunteering and pro bono work, recognising the valuable contribution our employees can make. While we previously operated with an informal approach, in April 2024 we launched our volunteering policy, enabling all employees 15 hours of volunteering time per year.

In 2024, over 30% of our employees utilised this policy. These efforts supported a diverse range of initiatives, including social mobility, EDI, and industry knowledge sharing.

We are passionate about inspiring the next generation of professionals. To achieve this, we partner with organisations such as Camden STEAM and the RIBA Diversity Emergency Programme, providing mentorship and work experience placements. We have also participated in Landsec and Construction Youth Trust's World of Work day, offering valuable guidance and encouraging individuals from underrepresented groups to pursue careers in architecture.

Bennetts Associates sponsors Women in Property's "Netwalks," organised by our Associate Sally McKay. Sally was also appointed to the Board of Trustees of National Museums Scotland in October 2024. Furthermore, our employees collaborate with organisations like the Get it Right Initiative and the Social Mobility Foundation."

Charitable Giving

Bennetts Associates donated 0.24% of revenue in 2024 which reflects our ongoing commitment to social responsibility. We have a Charitable Giving policy with a set target to make future donations in the order of 0.5%.

Our donations in 2024 supported a range of organisations, including Article 25, of which we are corporate partners, Anthony Nolan and the London Air Ambulance. Employees also actively participated in fundraising events such as our annual participation in Dig Deeper, and a football tournament hosted by Bennetts Associates during Mental Health Awareness week in aid of the Architects Benevolent Society.

GoodPAYE allows employees to make pre-tax charitable donations directly from their salary. To date, £3,305.00 has been raised through employee giving, supporting charities such as Essex Air Ambulance, The 10:10 Foundation, and Give Directly UK.

We believe that supporting charitable causes is an integral part of our responsibility as a business, and we are committed to increasing our impact in the years to come.

"Our partnership with Bennetts Associates is built on a shared belief that architecture should create lasting, positive change. For a number of years, Denise Bennetts has been a dedicated trustee and is now the Chair of Article 25. Bennetts Associates have been a long-time supporter, and more recently they were one of the first members of More Than a Building network. Their ongoing support helps us deliver vital schools, hospitals and homes in communities where they are needed most."

"We're incredibly grateful for Bennetts Associates' long-term support and look forward to building better futures together."

Gemma Holding - Chief Executive, Article 25



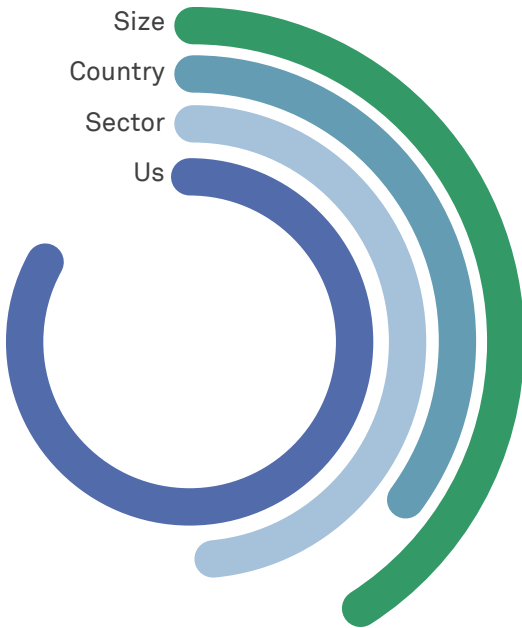
Visiting the London Air Ambulance Helipad



Customers

As a customer focussed service provider we scored well in this section, though continue to improve through the formalisation of post occupancy, feedback, and customer satisfaction ratings. We score very well on customers, though much of this is for our provision of insurance and warranties for services and the fact that 100% of our activities are externally certified by a quality assurance process. We continue to have a large amount of repeat work from clients.

We continue to gather feedback around performance with existing clients, and to establish market perception and reputation. Our latest Net Promotor score was 68, with 100% of clients saying they would invite us to tender/pitch for them again.



"It has been a pleasure working alongside Bennetts Associates to design and complete the first building at TRIBECA. Seeing our joint efforts come to fruition is testament to our innovative collaboration. The completion of The Apex brings us a step closer in delivering London's largest purpose-built science campus to date, both supporting the UK life sciences sector to expand and compete globally as well as offering a home to life sciences businesses from start-up to commercialization."

Peter Langly-Smith - Development Director at Reef Group



Goals for the Future

Following our recertification this year, we remain committed to continuous improvement across all areas of our B Corp score.

The following represent key areas we will focus on enhancing in the coming year, with progress to be reported in our next report.

Community

We will enhance our community impact and employee engagement through expanding our volunteering opportunities and strengthening our community partnerships.

Workers

We will continue to enhance employee well-being, professional development, and engagement through continuous evaluation and improvement of policies, benefits, and support systems.

Governance

We will strengthen employee engagement and participation in practice governance and decision-making, building on the foundations of the Employee Ownership Trust and B Corp certification.

Environment

We will aim to report in-use energy data for completed projects

Customers

We will target undertaking post occupancy assessments on all projects within 2 years of completion.





Our Timber Square team on site

The Facts

The Following are details previously recorded as part of the GRI reporting standards which do not naturally fit anywhere within this report but which we feel it is important to continue reporting. Where data would take up a lot of space we have made it available as a link.

Operating Locations	UK (with projects in India and Greece)
Total No. of Operations	3 (Offices in London, Edinburgh and Manchester)
Turnover	£ 8,868,642
Capitalisation	£3,520,669
Debt	none
Total Services Provided	1 (Architectural Services)
Company Structure	Private Company owned by an Employee Owned Trust
Quality Assurance	ISO 14001 EMS reviewed and certified by Lloyds' Register
Complaints Received	None
Precautionary Principle	Supported
Water Usage	See detailed GHG Inventory available on request by email
GHG Inventory	Full inventory including calculation methodology and background data is available by clicking here
Demographic Data	Full data as previously reported in GRI reports, and summarised in the Community section is available here

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