

Positive Impact Report 2025 - 2026



Hello,

We are delighted to share our Positive Impact Report for 2026, which marks a milestone year for Bennetts Associates as we celebrate entering our fifth year as a B Corp. Bennetts Associates has held a deep commitment to sustainability since our founding in 1987. Today, we continue to lead the industry by demonstrating that a low-carbon built environment is not only possible but can be regenerative. Our commitment to design high quality architecture, deliver excellent levels of professional service to our clients, to recognise our responsibilities to the communities we work in and our shared planet through the conscious and sustainable use of resources still drives everything we do.

Last year we were incredibly proud to achieve a B Corp recertification score of 161, significantly exceeding the certification threshold of 80 and our previous score of 121.5. This achievement reflects our dedication to continuous improvement and our mission to use business as a force for good.

Our work in 2025 has been defined by the principle of “More With Less,” a research programme we launched to explore how buildings can be radically simplified by rethinking core systems like structure and façade to reduce cost and carbon while improving long-term value. This has led to a second research piece dubbed ‘NowtHaus’. Carried out with engineering collaborators, our research envisages buildings with no mechanical services systems.

The past year was filled with significant project milestones, including the reopening of the iconic Citizens Theatre in Glasgow and the completion of the Work in Progress Pavilion for the Robotics Living Lab, the UK’s first fashion manufacturing lab and a pioneer in biogenic, low-carbon materials. Our commitment to excellence was recognised as the Edinburgh Futures Institute won a BCO National Award, Refurbishment of the Year at Education Estates, an AJ Retrofit Award, an RTPi Award, a Civic Trust Special Award and is shortlisted for a RIAS/RIBA Award. Meanwhile BEAM Hertford received the Excellence in Sustainability Award at the UK Theatre Awards, a Civic Trust Award and is also shortlisted for a RIBA Award.

As we look ahead to 2026 with the completion of Timber Square in London and the reopening of the King’s Theatre in Edinburgh, we remain committed to the highest standards of transparency and accountability.

We hope you enjoy reading about our progress and journey so far.

James Nelmes
Director



Celebrating B Corp Month

This report builds upon an established history of annual sustainability reporting that began over a decade ago.

We are proud to share our 2026 Impact Report, celebrating our first full year since recertifying as a B Corp with a score of 161. This result marked a significant milestone in our journey, rising from our initial certification score of 121.5.

Before adopting the B Corp framework, our reporting aligned with GRI principles, a standard we proudly pioneered among architectural practices in 2012. We maintain the essence of this rigorous approach, as it continues to inform our drive for continuous improvement. For clarity and accessibility, this report is not fully indexed to GRI standards, though it retains key historical data points.

To offer a comprehensive overview of our journey, some foundational details within this report, such as our 100% employee ownership, are restated from previous years. However, the primary focus of this report is our progress and impact over the past twelve months.

Please note that while our carbon footprint data is reported on a calendar year basis, all other aspects of this report cover the twelve months leading up to March 2026, coinciding with B Corp Month.

We recognise that these reports are a valuable resource for our clients, collaborators, and peers. To make the information as accessible as possible, we have included hyperlinks to further resources, including case studies and interactive data tools, indicated by underlined formatting.

Transparency and accountability remain core values, therefore we have dedicated a specific section to our targets.

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

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.



Location	Market	Location (2)	Market (2)
114tCO ₂ e	104tCO ₂ e	101tCO ₂ e	96tCO ₂ e

GHG Inventory
Sunburst showing key contributors to our market based with regional time of use factors (Market 2)

Since 2024 we have reported emissions in a number of ways, adding Scope 2 regional/time of use reporting and more specific business travel emissions factors in last years' inventory. As these factors are more accurate and allow more targeted reduction strategies, we have moved our targets and primary reporting over to this methodology. To read more about this, and to download the full inventory [click here](#).

We are still committed to ramping up carbon removals ahead of the Oxford Principles but paused purchasing during 2024-2025 due to our supply partner increasing capacity. We will restart purchases in 2026 and continue to report our progress in our annual reports.

Our emisisions breakdown remains broadly similar, with Goods and Services forming the biggest source of emissions, followed by Gas and Business Travel. The overall inventory is down 7% from 2024 and 38% down from our 2018 baseline year.

We remain on track with our net-zero science-based targets and our more ambitious race to zero targets. It's likely that beyond 2030 we will need to push some emission sources down faster to provide space for goods and services which may decarbonise at a slower rate. One of our main priorities remains the electrification of our London studio either via installation of heat pumps or moving to a new space that is better aligned with our targets.

We 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.

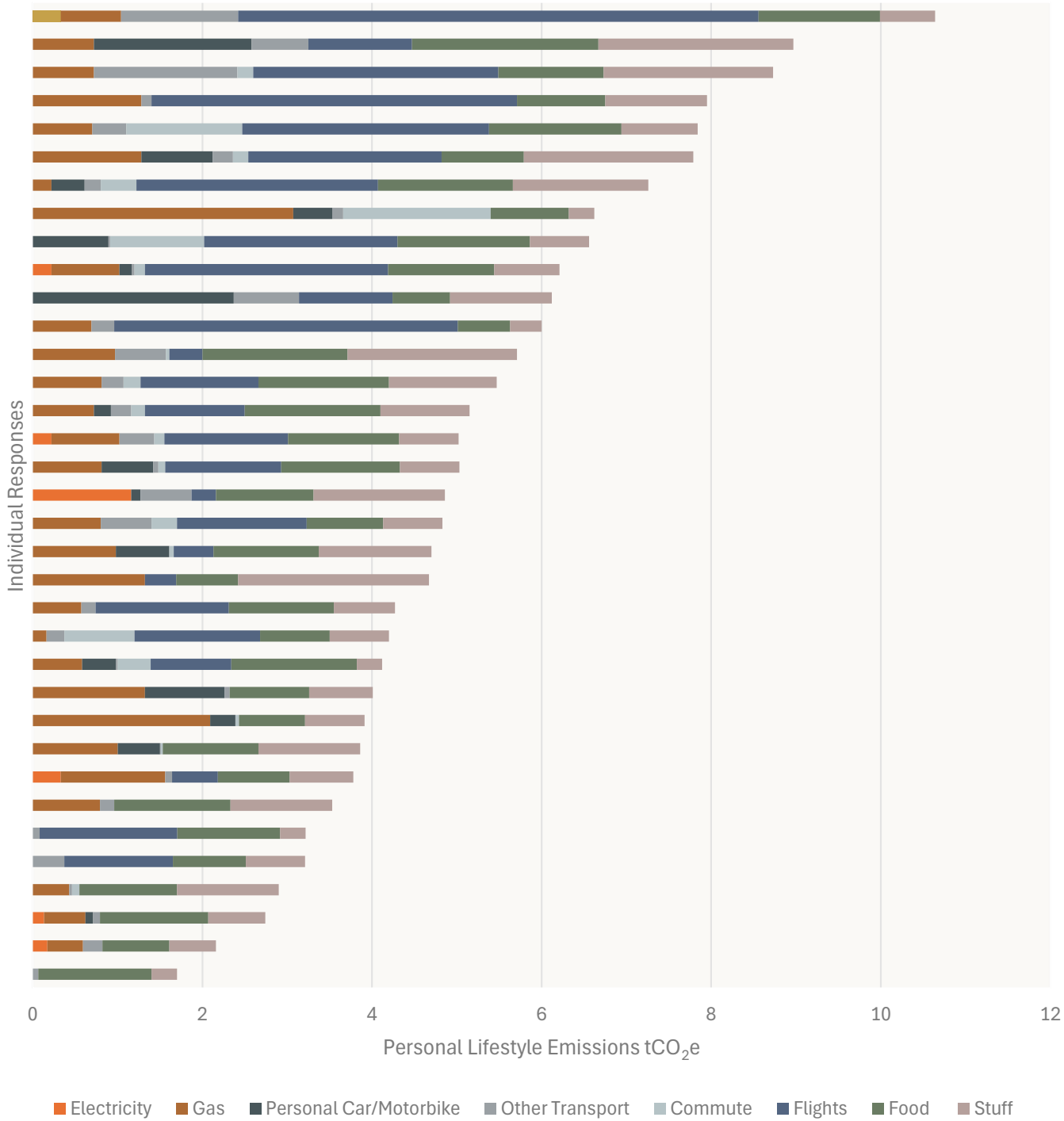
A big part of this staff empowerment is our personal carbon footprinting exercise, which is run every year, helping staff to understand their own personal impact. This year the average has fallen for the first time since the pandemic to 5.3tCO₂e, driven predominantly by a reduction in flight emissions.

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 (50% using a deep green tariff from 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.

We also partner with Octopus to provide staff with subsidised EV leases, which is currently being utilised by one member of staff.



Francois Mertens - London to Milan
“This was taken somewhere just outside Turin, about 10 hours into a 13-hour journey, packed with great views and plenty of family time.”



Personal Footprint Emissions
Chart showing the personal footprint results for 2025

“This has come at a truly pivotal time in London’s Air Ambulance Charity’s history; contributing towards the purchase of two new aircraft that will safeguard the service for years to come, enabling us to respond to London’s most seriously injured patients when every minute counts.”

Jennie Chmura
Senior Corporate Development Manager
London’s Air Ambulance Charity

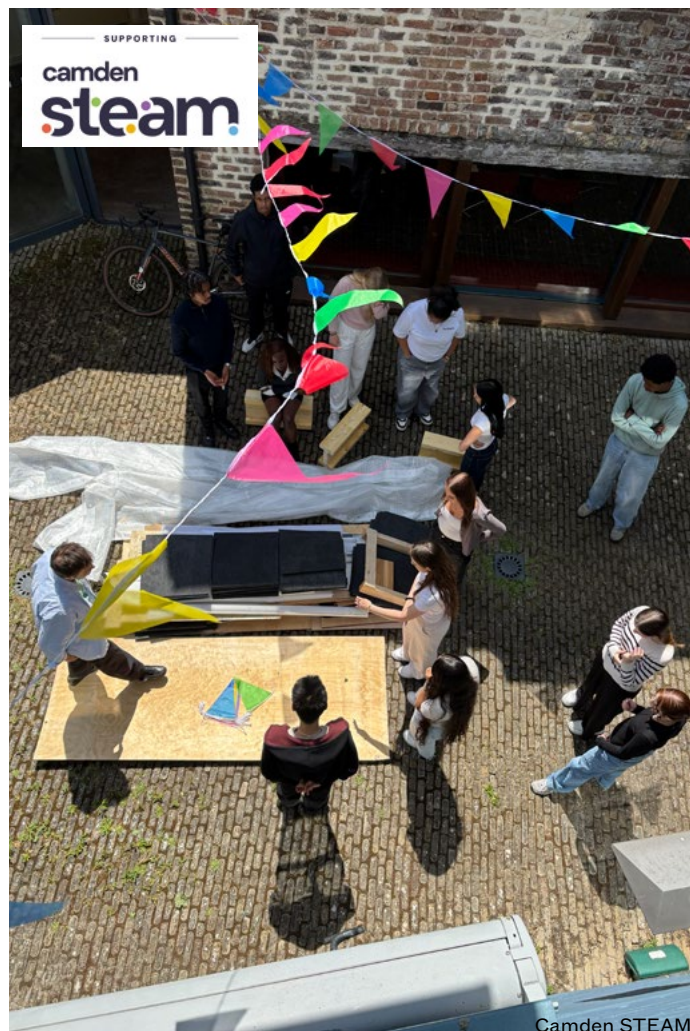


Bennetts Associates remains committed to social responsibility, a value formalised by our charitable giving policy. Our support is delivered through a combination of long-term partnerships and one-off events that align with the practice’s core values.

Throughout 2025 we supported a diverse range of organisations including the London Air Ambulance, and continued sponsorship of Women in Property’s “Netwalks”. These walks foster essential networking and mentorship opportunities for women across the built environment. We are also proud to maintain our role as corporate partners for Article 25, supporting their vital work in delivering architecture where it is needed most.

We held a dedicated run challenge during Mental Health Awareness Week in aid of Article 25. This initiative invited employees and external collaborators to complete distances of 2km, 5km, or 25km in return for a donation. Our team members also creatively mapped running routes to trace the shapes of an ‘A’, a ‘2’, and a ‘5’.

Beyond practice-wide contributions, we empower our employees to make a personal impact through GoodPAYE. This platform enables our team to support a vast range of causes, from small local charities to global environmental foundations, reflecting the diverse passions and values of our practice.



Leading by Example

Volunteering & Mentoring

“I had the pleasure of supporting Rachel Newton with her programme, Little Architect. It was refreshing to see the curiosity and imaginative ideas the little ones had in developing their futuristic designs. A really rewarding experience to see what brings them joy and imagine a more inclusive world together!”

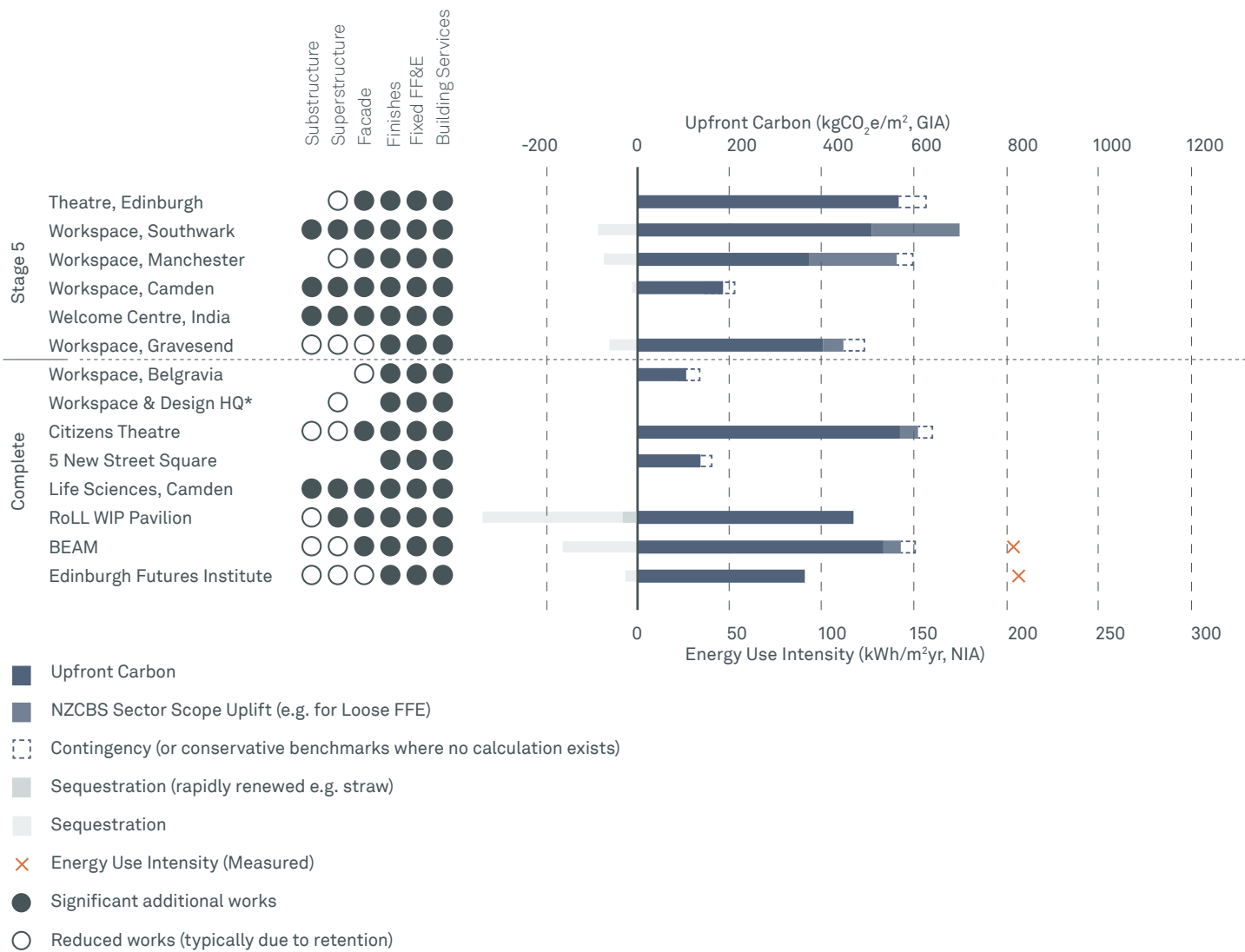
Holy Baines
Architect

Bennetts Associates contributes positively to a range of pro-social initiatives, driven by our belief in sharing expertise and resources to empower individuals and strengthen the communities in which we work. We actively encourage employee volunteering and pro bono work, recognising the valuable contribution our team can make to the wider industry and society.

Since formalising this commitment in 2024 through our volunteering policy, we have seen a positive uptake across the practice. In the last twelve months our employees have used this dedicated time to support social mobility, equity, and industry knowledge sharing. This consists of a broad range of projects including delivering architectural workshops for Little Architect, leading trips for Girl Guiding, and performing manual work to support food redistribution with the Felix Project. Furthermore, our team has provided high-value architectural services for organisations such as Grizedale Arts, contributed environmental expertise to project boards for The Quiet Company, and engaged in vital advocacy for the Smartphones Free Childhood movement.

We remain passionate about inspiring the next generation of professionals, ensuring that architecture is viewed as an accessible career path for all. To achieve this, we partner with organisations such as Camden STEAM and the RIBA Diversity Emergency Programme to provide meaningful mentorship and placements.

Last summer marked a milestone for our educational outreach as we hosted our largest work experience week to date, welcoming 12 students into our London studio. Seven of these students joined us through our commitment to Camden STEAM, which specifically encourages those from underrepresented groups to pursue careers in the built environment. Building on this momentum, in January 2026 we were proud to welcome our first-ever T-Level student placement, marking a significant expansion of our technical outreach.



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 2026

“Having seen a few now, it’s easily the best carbon report I’ve seen. Nice and clear and fully interrogable, just what I need!”

Joe Jack Williams
Head of a Regenerative Strategy at Bywater

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 year we have chosen to compare projects against the upfront carbon limits defined in the UK Net Zero Carbon Building Standard. We do not claim to formally align to the standard, but we believe transparent comparison against the limits helps to contextualise the performance of our projects. In addition we have also sought to include energy usage within the portfolio reporting for the first time. Though we are well known for our work on embodied carbon, we remain committed to creating buildings that use less energy and are easier to operate, and as such we are undertaking building performance evaluations on a number of our completed projects, seeking to reduce the performance gap.

We have also pushed ahead on our consultancy service, delivering upfront carbon and wider sustainability consultancy for a number of our clients, building on our long track record of measuring and delivering low carbon buildings.

Each project’s data can be interrogated in more detail through our upfront carbon declarations, [found at this link](#), or by visiting each project page on our website.



Places for People
Timber Square

“In a future where the office is one part of a wider ecosystem of physical and digital workspaces, ensuring a seamless experience for clients and employees will be more important than ever.”

James Rowbotham
Head of Workspace Development at Landsec

Project Details

London	Landsec	34,370 m ²	£215 million	510 kgCO ₂ e/ m ² - S&C + Cat A Upfront Carbon
Location	Client	Area	Value	



Timber Square is a hybrid timber redevelopment that addresses both construction and operational carbon emissions. Landsec’s ambitious brief is for an exemplar workplace that reflects its own science-based net zero carbon commitments, together with people-centric design and porous public realm.

Several converging strands of thought – sustainability, evolving workplaces and efficient construction – helped to balance climate commitments with mainstream commercial demands. Rigorous development undertaken with the client and wider team has enabled the proposed hybrid timber construction on a scale not yet seen in the UK.

Located in Bankside and in close proximity to Tate Modern, the public realm reflects the vibrancy of Bankside with mixed uses at street level and new routes through the site. Extensive native planting significantly increases the area’s biodiversity, a theme carried through to external terraces on most levels and a series of expansive roof gardens. The scheme will be comprised of an extended 1950s printworks and a 15-storey new building with construction to be celebrated. Finishes are kept to a minimum. Structural joints are visible and reversible – aiding future deconstruction. The resulting lean and authentic character of the buildings deliberately draws on the industrial aesthetic of the area.

Through a combination of re-used existing structure and hybrid steel/cross laminate timber structure, the upfront carbon is predicted as <550kgCO₂/m² (A1-5 @ Stage 4). It is currently on target to achieve BREEAM Outstanding, Well Platinum and NABERS 5* minimum. The scheme will be the first UK project to compete its NABERS Independent Design Review and was a UK Net Zero Carbon Project, helping to support the creation of the new standard.



“At all times Bennetts Associates have led the Design Team with great enthusiasm and good humour, creating an excellent team spirit...I can not recommend them highly enough.”

Alex MacGowan
Executive Director/Joint CEO, Citizens Theatre

Project Details

Glasgow	Citizens Theatre	7,700 m ²	£29 million	<641 kgCO ₂ e/m ²
Location	Client	Area	Value	Upfront Carbon

Awards

Scottish Property
Awards

Renovation Project of the
Year

A Glasgow landmark reimagined — preserving its Victorian heritage and artistic soul while opening its doors to the city.

The transformation of the Citizens Theatre renews one of Scotland’s most treasured cultural institutions. The project retains the original 1878 auditorium complete with its unique Victorian stage machinery — while introducing new foyers, studios, workshops and circulation.

A dramatic new frontage replaces the former 1980s façade. The theatre’s iconic stone gable forms the backdrop to new, light-filled foyer spaces. A sequence of publicly accessible rooms link front and back of house spaces, offering glimpses of the theatre’s working life.

Actors’ facilities, rehearsal spaces and workshops have been reorganised to support a diverse artistic programme, while a new 150-seat Studio Theatre expands opportunities for emerging voices. Throughout, original sandstone walls and traces of earlier construction are left visible, celebrating the building’s layered history.

The new façade reinstates six stone figures to Gorbals Street — Shakespeare, Burns and the Greek Muses — returned to their rightful place after more than half a century. Together they signal a theatre renewed: civic, open and rooted in its community.



“I am delighted to be working with Bennetts Associates...This beautiful structure will help support us in showcasing and draw attention to the important work of the lab.”

Susan Postlewaite
Director of the Robotics Living Lab at MFI

Project Details

Manchester Location	Manchester Metropolitan University Client	76 m ² Area	£1 million Value	468kgCO ₂ e/m ² Upfront Carbon
Awards				
Structural Timber Awards				
Shortlisted				

Bennetts Associates worked alongside Manchester Metropolitan University and the Manchester Fashion Institute to design and build their new Robotics Living Lab. This single-storey timber-framed pavilion, named the ‘Work in Progress,’ will serve as an adaptable workspace, exhibition area, and event space to promote and showcase the Institute’s work and research into using robotics to help develop sustainable fashion production technologies.

The design further prioritised operational sustainability, employing passive control systems, natural ventilation, radiant heating, and cooling to minimise the upfront carbon associated with services.

Aligned with the University’s Leadership in Sustainability 2022-2026 strategy and Greater Manchester’s Zero Carbon Manchester 2038 plan, the pavilion stood as an exemplar low-carbon design project. It incorporates biogenic and regenerative materials, such as a UK Douglas fir timber frame and straw-insulated wall panels, both chosen for their ability to capture carbon during their production and life cycle. The exterior features shou-sugi-ban charred timber cladding. The timber frame’s expressive waffle soffit structure, left exposed, offers warmth and character to the internal space.



“The theatre has become a cultural and social hub for the town and this project will build on that position, ensuring that it remains exciting and relevant for its growing audience.”

Eric Buckmaster
Executive Member for Wellbeing, East Herts Council.

Project Details

Hertford	East Herts Coucil	3,200 m ²	£24 million	602 kgCO ₂ e/m ²
Location	Client	Area	Value	Upfront Carbon

Awards

RIBA East Awards	Brick Awards	Civic Trust Awards	UK Theatre Awards
Shortlisted 2026	Winner	Highly Commended	Excellence in Sustainability

BEAM is a new major cultural hub for East Hertfordshire. Its distinctive form takes shape as five blocks, wrapped sensitively around the existing ‘malthouse’ fly tower housing the main theatre space. It is nestled in the heart of town and visually connects with the River Lea and a historic medieval castle.

In addition to the large amounts of reuse the building makes extensive use of mass timber for the new superstructure, with pre-fabricated crosslaminated timber panels forming the main walls and pitched roofs of the new cinemas and studio theatre.

The redevelopment of the theatre represents a significant and timely investment in the town centre of Hertford, and the building forms part of a wider urban strategy to open up the riverside to the public.

The design incorporates the shell of the old theatre and its stage and backstage areas, but adds significant new spaces for the cinemas, studio, and café/bar spaces in a series of brick-clad volumes. These new spaces enclose a covered triangular courtyard space, which forms the main foyer. The main theatre was transformed from a 400-seat flat-floor room with a large retractable seating unit, into a 550-seat auditorium with a shallow-raked stalls, a balcony and a fully accessible technical grid.



“Edinburgh Futures Institute is a truly exceptional hub for interdisciplinary teaching and research. It plays a central role in the University’s civic mission...to make an impact for the common good.

Professor Sir Peter Mathieson
Principal and Vice-Chancellor, University of Edinburgh

Project Details				
Edinburgh Location	The University of Edinburgh Client	21,000 m ² Area	£120 million Value	362 kgCO ₂ e/m ² Upfront Carbon
Awards				
BCO Awards National + Regional Award Winner - Innovation	Civic Trust Awards Winner plus Special Award for Reuse + Adaptation	Education Estates Awards Refurbishment of the Year	Prix Versailles Interiors Prize	RTPI Awards Finalist - Excellence in Planning for Heritage + Culture
Scottish Design Awards Gold Award - Education				

Transforming a Grade A listed heritage building into a cutting-edge research facility that is integrated into the rest of the city.

The historic surgical building of Edinburgh’s Old Royal Infirmary has been extended and upgraded to become the home of Edinburgh University’s multi-disciplinary Edinburgh Futures Institute, where people from the university and beyond will grapple with some of the world’s most pressing questions. Inside, a wide range of teaching and learning spaces, meeting rooms, IT hubs and workspace for academics are linked together by broad circulation routes and dynamic spatial volumes. The redeveloped building provides 21,300 sq m of floor space, 6,000 of which is formed by the sensitive addition of new blocks in the courtyard spaces. Six historically significant Nightingale wards have been restored and connected by wide corridors and stairs that form natural break-out spaces and informal meeting areas.

A public plaza and generous multi-functional auditorium for events and performances have been created below this square.

The listed building lies at the heart of the 19-acre Quartermile development masterplanned by Foster + Partners, one of the largest and most comprehensive regeneration schemes in Scotland. Located between the heart of the city and the parkland of the Meadows, the project opens up a previously very inward-looking and hermetic site and creates a series of pedestrian routes and landscaped spaces through it. This vast piece of Edinburgh has become part of the city once again.

Bennetts Associates is committed to caring for all aspects of employee wellbeing, continually evolving our strategy and benefits to support the mental, physical, and financial health of our team.

Our policies are designed to foster a culture of open communication, providing meaningful support for all life stages, from further education and early-career growth to caring responsibilities, fertility, menopause, and menstrual health.

Our practice-wide wellbeing team consists of trained Mental Health First Aid Champions and Responders who curate a thoughtful, year-round programme of events to keep our three studios connected. To support long-term personal growth, we have supported sabbaticals, allowing employees to travel and return with renewed perspectives. Recognising that life often requires flexibility, we welcome flexible working arrangements alongside our 'Smart Working' policy, allowing employees autonomy in how they manage their working week.

As a 100% employee-owned trust, we remain dedicated to financial equity. We have been an accredited Real Living Wage Employer since 2023 and continue to operate a discretionary bonus scheme that allows employees to share in our collective success. From January 2026, we were also pleased to introduce a

newly enhanced annual leave policy that rewards continuous service at earlier stages of an employee's career.

Growth and development are integral to the practice; our career progression guidance is fully integrated into our appraisal process, providing clarity and transparency around career paths and pay structures. In 2025, we further enhanced this by introducing 360-degree feedback, ensuring that reviews are well-rounded and include peer-to-peer input.

Following its successful launch, our BA Next Gen initiative has continued to foster a supportive community for those navigating the early stages of their careers. We continue to listen and learn through our EOT forums and bi-annual appraisals, ensuring our practice remains a place where everyone can thrive.



Summer CPD - HG Matthews Trip



Eleanor Derbyshire (She/Her)

Architect

BSc (Hons) MArch

▶ Hear how to pronounce my name

For Bennetts Associates, creating a supportive and inclusive workplace is about ensuring every member of our team feels empowered to thrive. We aim to always take meaningful steps toward continuous improvement to further embed this core value across our three studios.



Family-First Policies

We know how important it is to support our team as they start or grow their families. In 2024, we took the step of decoupling statutory pay from our enhanced parental leave to encourage a more equitable distribution of caregiving. We are pleased to report a positive uptake of this policy over the last twelve months, and it is rewarding to see this have a real impact on work-life balance. To ensure this support remains in place throughout every life stage, we have also enhanced our paid carers' leave and time off for dependants.

Celebrating Who We Are

Strong relationships are built on clear, respectful communication. We recognise that our practice is diverse, representing 13 different nationalities. To foster a deeper sense of community and ensure everyone feels seen and respected, we have added pronouns and audio name pronunciations to our website profiles. We hope that these small but significant details promote an environment of belonging not just within Bennetts Associates, but across the wider industry.

Because traditional UK bank holidays don't always align with significant religious days, we operate a flexible bank holiday policy, allowing staff to swap Easter bank holidays for dates that hold more personal or religious meaning.

An Inclusive Front Door

Our commitment to EDI starts the moment someone considers joining us. Building on our work with Built by Us in 2020 and becoming a Disability Confident employer in 2023, we have continually refined our recruitment process to remove barriers. This includes auditing job descriptions for inclusive language, ensuring every advert carries a clear EDI statement, and implementing anonymous application reviews whenever possible.

Transparency

We believe in transparency and have conducted an internal demographic survey annually since 2021. Below are some of our key findings:

- 45% of our total workforce are female.
- 34% of our staff identify as primary carers for children or adults.
- Employees report an equal split among primary carers for children under 18.
- Our largest age demographic is the 25-29 bracket, though we maintain broad representation across all age groups.
- 23% of our Management and Founders are female.

“As a trustee I feel a sense of care and agency, ensuring we stick to our values, our colleagues are well looked after, and our business can thrive.”

Edward Marchand
Studio Director and EOT Trustee Director

Shared ownership of the practice was transferred in full to an Employee Ownership Trust (EOT) in September 2016. This move was about more than just business structure; it was about safeguarding our ethos for future generations and ensuring the practice is always run in the best interest of our employees. Building upon this foundation, we solidified our commitment to responsible business by updating our Articles of Association in 2022 to align with the legal framework of B Corp certification. We have since worked hard to embed these principles into every level of our operations.

While our Directors and Leadership Team handle the day-to-day strategic direction and operations of the practice, they are complemented by the Employee Ownership Trust Board of Trustee Directors. This board is made up of a diverse cross-section of people from across our three studios. Our selection process for the Trustee Directors is designed to ensure representation across all roles, fostering a culture of inclusivity and shared ownership. Trustees serve three-year terms alongside an independent Trustee. To further encourage this, the EOT runs frequent forums to facilitate an open dialogue, ensuring every employee has the space to voice their opinions.

We believe that being a responsible business means being an open one. Our Leadership Team meets weekly, with a full strategic meeting being held monthly. Minutes from these monthly meetings are circulated to all employees to ensure transparency. Financial information is presented quarterly to the EOT and then to the entire practice, while project-specific financial data is shared directly with project leads and their teams, so everyone understands the impact of their work.

To foster a continuous conversation across the practice, we meet every Monday morning to share updates on current projects and developments, allowing information to be disseminated effectively at all levels. This is supported by a monthly Directors' update, creating a culture where knowledge is shared openly.

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	2 (Architectural Services and Sustainability Services)
Company Structure	Private Company owned by an Employee Owned Trust
Quality Assurance	ISO 19001 and 14001 certified by LRQA
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

As we continue on our journey of continuous improvement, we are committed to pushing forward on the following future goals.

Community

We will build on employee participation in our volunteering policy and strengthen our impact on social mobility through our established work experience programme and newly integrated T-Level placements.

Workers

We will continue to enhance employee well-being, professional development, and engagement by actively listening to our team’s needs and ensuring our policies, benefits, and support systems evolve through continuous evaluation and responsive improvement.

Governance

Building on our foundation as a 100% employee-owned trust, we will strengthen formal mechanisms for employee engagement in practice governance and strategic decision-making.

Environment

We will Integrate Environmental Stewardship & Circularity requirements deeper into our Integrated Management System.

Customers

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

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