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NOVEMBER 2023
ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
(ESG) REPORT



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FOREWORD FROM
JILL NICHOLLS
Head of Construction & the Built Environment,
Transport and Logistics at Institute for
Apprenticeships and Technical Education

TB+A were the obvious choice of partner for the Institute for Apprenticeships & Technical Education (IfATE) following the recommendation in our construction route review that sustainability should be compulsory content in apprenticeship and technical education products going forward in the construction & built environment route.

Their knowledge and experience of this agenda is obvious, evidenced by performance but almost understated in that they just do it, no fuss, it's just business as usual. Therefore in only a matter of weeks, we had developed the sustainability knowledge, skills and behaviours to be used in the development and revision of all apprenticeship standards in the route. However thanks to TB+A's bigger picture thinking, we developed two sets, one for construction & the built environment and one for all sectors. These now appear on our website and in only 8 months, we have already revised 40% of our apprenticeship standards to incorporate them.

And in even more exciting news, they are deemed as such a strong foundation, that they have been used to update our sustainability framework to strengthen our desire to support employers in reaching carbon zero goals, with apprentices leading the way and being the future sustainability leaders of their organisations.

We are now working to extend this content into all technical education products including T Levels and higher technical qualifications. So the reach of the TB+A thinking is vast – all apprentices, all further and higher education students, from 2023 onwards, will have curriculum content on sustainability which originated from TB+A – that is quite a legacy to be proud of!

WE ARE TB+A

Welcome to our ESG Report, for 2023 bringing together all of our activities throughout the year as a socially responsible and ethical partnership. We have continued to focus on the positive impact we can have through our actions, knowledge sharing, and support to our clients, communities, and our people.

In 2023, we became a Programme Partner with UKGBC with their thoughtful and powerful leadership programmes centred on purpose and what we can do individually and collectively to address the effects of climate change and biodiversity loss. We work collaboratively in everything we do under our three pillars **Growing people**, **Sustainability at heart** and **Achieving quality and consistency**:



Our involvement with the community has been very rewarding and we showcase some of the initiatives in this report. We have looked closely at the social and governance aspects of ESG and really driven forward nationally.

Our focus on future talent and providing opportunities for leaders of tomorrow has seen our Future Leaders programme grow, involvement in embedding sustainability into the curriculum for all contraction based apprenticeships as well as visits to local schools where our apprentices have been presenting 'Sustainability Superheroes' to Year 5 and 6 pupils to raise awareness and interest in STEAM subjects.

Our five-year Sustainability Strategy and Action Plan, has themes and goals around energy & carbon, circular economy, skills & diversity, health & well-being, community involvement, and leadership & advocacy for the industry. Substantial progress has already been made on achieving the targets originally set out in the plan. Currently 70% of actions are complete, with the remaining 30% in progress and targeted for completion by the end of 2024.

Our whole-life offering has expanded and enabled the improvement in performance in operation of our clients' assets in support of their own net zero carbon journeys.

We have participated in thought-leadership conferences and expanded our advocacy towards regenerative thinking. We are on track with our net zero programme, and we have sought meaningful initiatives to offset our impact while making a difference to living ecosystems and addressing biodiversity loss around the world. Restorative investment in Rewild Carbon through the Durrell Wildlife Conservation Trust has continued this year, and we intend to continue to go well beyond our minimum commitments under the World Green Building Council's (WGBC) Advancing Net Zero programme.

Throughout 2023, we have worked with our suppliers and sub-consultants on their Scope 1 & 2 emissions and commitments to reduce our overall carbon footprint.

We have engaged with our landlords over decarbonisation of our buildings and renewable energy provision.

We continue to recognise the huge shift in approach needed by the construction sector and intend to lead the way with future-thinking engineering, aligned with the natural world.

Peter Anderson
Managing Partner

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It's a really great initiative and I'm proud to have been involved as the first cohort of Future Leader representatives. It really shows commitment from the board to young people throughout the business and it's a great forum for discussion and forming relationships across the regional offices.

I have found this concept very positive and its impact on myself and the business has exceeded my expectations. I would like to see a longer-term plan for this group so we can continue with similar sessions. I feel the individuals have more to give but respect that others should have an opportunity too.

Feedback from the 2022 Future Leaders Cohort



SUSTAINABILITY AT HEART

Energy and carbon performance (Scope 1, 2 and 3)

- Carbon Neutral Certified through Climate Impact Partners
- Matched our Rewild Carbon investment for the third year running
- Reduced our Scope 1 and 2 emissions by 56% from our 2018 baseline

Innovation and leadership in sustainability

- Maintained 'Team Green' and 'Carbon Champion' Marks of Achievement (MoA) with the Camden Climate Alliance (CCA)
- Sustainability Strategy and Action Plan (SSAP) progress - 70% complete, 19% in progress, 11% incomplete
- Held our 12th annual Sustainability Week
- Developed and delivered a STEAM presentation
- Supported the CCA and Think & Do for a Post COP27 workshop
- Submitted environmental data to the Carbon Disclosure Project (CDP), results due early 2024
- Camden STEAM Hub event host
- TB+A became licensed UK NABERS assessors
- Signed up to the onHand volunteering app
- 233 volunteering hours contributed to various causes
- Sustainability Awards: Sussex Heritage Trust Awards 2023, HIGHLY COMMENDED: Public & Community Award category, Brighton Girls School GDST, restoration of the Grade II listed Temple building
- Produced a 'Supplier Code of Conduct' which is aligned to the 10 UN Global Compact Principles
- TB+A signed an open letter to the Government, aimed at strengthening the Levelling up and Regeneration Bill
- Engaged with Suppliers with the aim to reduce our Scope 3 emissions
- Signed up to the EP100 'Call to Action'
- Achieved Ecovadis 'Silver' 2022
- Engaged with Tapni, a digital business card company, to reduce waste
- Supported 'Fruitful Office' to plant trees by having fruit delivered to our offices
- 'Gold' Sponsors of the inaugural BCO ESG Conference 2023
- Providing London office space to local community organisations for meetings and events

ACHIEVING QUALITY AND CONSISTENCY

- Chartered Quality Institute (CQI) International Awards 2023 – FINALIST: Claire Bower, Head of IMS and ESG, Quality Professional of the Year
- BCO London Region Awards 2023 – WINNER: Innovation, Convene at 22 Bishopsgate, City of London
- BCO London Region Awards 2023 – WINNER: Corporate Workplace, Henrietta House, London
- Shared TB+A's Sustainability Journey for the International Quality Awards 2022
- Maintained Constructionline Gold rating
- Achieved Ecovadis 'Silver' 2022
- Achieved Safecontractor certification (2022)
- Maintained Avetta Green status
- Maintained CyberEssentials Plus certification
- Awarded 'ESG Leader' and 'Safety Star' at Avetta's 2023 Supplier Awards
- Peter Anderson, Managing Partner, helped to launch World Quality Week 2022 with a webinar on 'Creating positive social impact'

2022/23 KEY ACHIEVEMENTS



GROWING PEOPLE

- National Apprenticeship Awards 2022 – WINNER: SME Employer of the Year, London Region & National
- We Invest in People Platinum reaccreditation, achieved for the third time
- Apprenticeship Connect Awards 2023 – WINNER: Mariam Shaikh, Chartered Management Degree Apprentice, Business Apprentice of the Year
- Top 50 Employer - RateMyApprenticeship's Top 100 Apprenticeship Employers list - Currently ranked 43
- Reverse mentoring introduced and embedded between the Future Leaders and the Board
- 7 new apprentices recruited in 2022 and 12 in 2023
- 12 people completed academic qualifications in 2022
- 8 apprenticeships completed in 2023
- 2 engineers completed their Masters degrees
- 10 professional memberships (including Charterships) gained in 2023
- Celebrated International Women's Day 2023
- Raised £1,320 for the Rethink Mental Illness '12 Miles of Christmas' campaign
- 2023 Apprentice and Graduate Challenge launched
- Partnered with the Apprenticeships Ambassador Network (AAN) and Institute for Apprenticeships & Technical Education (IfATE) for National Apprenticeship Week
- Peter Anderson took part in the event 'Apprenticeships - Embedded Sustainable Thinking'
- Continued our Apprenticeship secondment programme partnership with BGIS UK
- Future Leaders Meeting (FLM) embedded into the Partnership
- Dedicated Learning and Development (L&D) Coordinator appointed
- Increased participation in CPD's by 54% in 2023
- Increased internal knowledge sharing by 200% in 2023
- Supported the England and Scotland National Apprenticeship Week's 2023
- Top 50 Employer – 38th in the Building Top 150 consultants for 2023
- 17 work experience placements completed
- Development of contextualised register of people for high-risk buildings
- Development of Leadership and Management training programme
- Accredited Mental Health first aid training offered for the third year

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GROWING PEOPLE

Our people are supported to achieve their maximum potential through leadership, management, training and mentoring.

We are in the top 2% of businesses globally to be awarded the Investors in People (IiP) 'We invest in People' Platinum classification, a testament to all our people and the role they play in helping us to make work better. This high-performing classification recognises our commitment to training and development in all aspects of engineering, teamwork, technology, communication and management.

The majority of our senior team joined TB+A as trainees and apprentices and have all grown through the business together. Our ethos is all about passing the baton to those coming through which is fundamental to the sustainability of our business and permeates all levels. This is externally recognised by our We Invest in Apprentices Platinum accreditation.

This ethos of everyone being in it together and recognised for what they do is what makes our partnership strong and unique.

It's recognised at the highest level, having received the Princess Royal Training Award, particularly acknowledging our efforts in encouraging more diversity in the industry and over 45 awards in the last 5 years, most recently for:

- + SME Employer of the year at the National Apprenticeship Awards 2022
- + IiP Best Apprenticeship Programme 2022
- + SME Employer of the year at the National Apprenticeship Awards 2020
- + CIBSE Young Engineer Awards Medium Employer of the Year 2019
- + Top 100 Apprentice Engineer

INVESTORS IN PEOPLE™
We invest in people Platinum

INVESTORS IN PEOPLE®
We invest in apprentices Platinum



MAYOR OF LONDON



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Our multi-award winning exemplar apprenticeship scheme provides apprentices with the opportunity to become professional engineers on a permanent basis from day one. We offer a route into the industry through a fully supported training and development programme all the way to Chartership. In 2021, we were the first business globally to be awarded the Investors in People 'We Invest in Apprentices' Platinum accreditation.

We are members of the Technical Apprenticeship Consortium (TAC) to ensure appropriate apprenticeships are available nationwide and chair the London Apprentice Ambassador Network, mentoring other like-minded businesses.

For every project, we bring together experience and knowledge gained through a history of leadership and long-term investment in growing our people.

We've led the change in the education and training system, working at Government level to set a higher, more focussed standard for engineering services design.

In support of our people's mental health, we have aligned with the charity Rethink Mental Illness. We have a comprehensive training and awareness programme at all levels and disciplines, with qualified mental health first aiders across the business, nationally.



GROWING PEOPLE OUR PEOPLE JOURNEY

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2018

Healthy Workplace Charter

2019

One of the first businesses globally to achieve Investors in People Platinum

2020

National Apprenticeship Awards – WINNER: SME Employer of the Year

2021

Achieved We Invest in Apprentices Platinum

Living Wage employer 5 year anniversary

Investors in People Awards – WINNER: Best Pivot Scheme

Launched TB+A's first Mental Health Awareness Week (MHAW)

Introduced qualified Mental Health First Aiders

Launched our first ESG report

2022

Strategy meetings restructured to encourage opportunities and diversity of thought

Introduced an Apprenticeship secondment programme, partnering with BGIS UK

12 people completed academic qualifications

Top 50 SME Employer of the Year

Ranked 43rd in the Top 100 Employer Rate My Apprenticeship

Ranked 41st in the Top 150 Consultants

Ranked 27th in the Top 50 Engineers

CIBSE Worshipful Company of Fanmakers – WINNER: Harry Day, Graduate Mechanical Engineer

CIBSE Bronze Award – WINNER: Neil Panton, Partner

Jill Hoggan & Peter Anderson engaged with CIBSE Working Group on the Building Safety Bill

Investors in People Awards – WINNER: Best Apprenticeship Programme

National Apprenticeship Awards – WINNER: SME Employer of the Year, London Region & National

Reaccredited with We Invest in People Platinum for the third time

2 professional memberships achieved

Reverse mentoring introduced and embedded between the Future Leaders and the Board

Dedicated Learning and Development (L&D) Coordinator appointed

2023

12 people completed academic qualifications

10 professional memberships (including Charterships) gained in 2023

12 new apprentices recruited

Development of contextualised register of people for high-risk buildings

Celebrated International Women's Day 2023

Maintained our CIBSE T&D scheme accreditation until 2026

Apprenticeship Connect Awards 2023 – WINNER: Mariam Shaikh, Chartered Management Degree Apprentice, Business Apprentice of the Year

Raised £1,320 for the Rethink Mental Illness '12 Miles of Christmas' campaign

Ranked 43rd in the Top 100 Employer Rate My Apprenticeship

TB+A partnered with the AAN and ifATE for National Apprenticeship Week

Peter Anderson took part in a live event with Jill Nicholls, Head of Construction & the Built Environment, Transport & Logistics at the Institute of Apprenticeships & Technical Education (ifATE) on 'Apprenticeships - Embedding sustainable thinking'

Engaged a 2023 Future Leaders Group cohort

Launched the first Technical Week

Nationwide roadshow on Fire Safety

Ranked 38th Top 150 Consultants

Ranked 23rd Top 50 Engineers

Introduced quarterly inductions across the organisation

17 work experience placements completed

8 apprenticeships completed

2 engineers completed their Masters degrees

Held our annual MHAW with 250 attendees across 5 presentations, and raising £1,115 for Rethink Mental Illness

FLM embedded into the partnership with Cohorts 1 and 2 making business impacts

Increased participation in CPD's by 54% in 2023

Increased internal knowledge sharing by 200% in 2023

Supported the England and Scotland National Apprenticeship Week's

Development of Leadership and Management training programme

Accredited Mental Health first aid training offered for the third year

Investors in People Awards 2023 – WINNER: Platinum Employer of the Year (250+)

NEXT STEPS

2023

2023 Apprentice and Graduate Challenge 'Building for everyone' final presentations

We Invest in People Apprentices Platinum reaccreditation

2024

Leadership and Management training

Future Leaders cohort 3

Apprentice intake

Transition to large employer – introduce gender pay gap reporting

Retention and recruitment Board working groups

Mental Health Awareness for Line Managers training

Mental Health First Aid training

A huge thanks to all our people on this achievement and the role they play in helping us to make work better.

Our liP journey begins,
formalising links
between our people's
development and the
needs of our business

TB+A formally
recognised as an
Investor in People

Everyone at Troup Bywaters + Anders (TB+A) should be congratulated for having achieved Platinum accreditation as an Investors in People organisation for a second time. It is 20 years since the Partnership first achieved Investors in People accreditation and they have continually improved as an employer over that time.

liP Report 2022

The Investors in People frameworks have been central to our Growing People pillar of our business plan, focussing on opportunity for everyone. Through engagement, dialogue, leadership and continual improvement, we are always striving to be the very best and I am very proud that we have maintained our Platinum accreditation since 2016.

Peter Anderson
Managing Partner, TB+A

INVESTORS IN PEOPLE®
We invest in apprentices Platinum
(reaccreditation due November 2023)

INVESTORS IN PEOPLE™
We invest in people Platinum

THE
**INVESTORS[®]
IN PEOPLE**
AWARDS 2021
Winner

INVESTORS IN PEOPLE™
We invest in people Platinum

INVESTORS IN PEOPLE®
We invest in apprentices **Platinum**

THE
**INVESTORS
IN PEOPLE®**
AWARDS 2020
Finalist



THE INVESTORS IN PEOPLE
AWARDS 2018
FINALIST



INVESTORS
IN PEOPLE | Platinum
Until 2019



INVESTORS
IN PEOPLE | Gold



INVESTORS
IN PEOPLE | Champion



THE INVESTORS IN PEOPLE
AWARDS 2017
WINNER

THE
**INVESTORS
IN PEOPLE**TM
AWARDS 2019
Winner



THE INVESTORS IN PEOPLE
AWARDS
2022
WINNER

GROWING PEOPLE PROFESSIONAL DEVELOPMENT AND ACHIEVEMENTS

#JoinTheSkillsRevolution

The 'Join the Skills Revolution' campaign from the Department of Education aims to increase employer's awareness, understanding and uptake of training and employment schemes.

'The Skills Revolution: SME Skills Horizon Report' shares insights from 1,250 SMEs and, as part of this campaign, Peter Anderson was invited to share his thoughts, commenting: "Our apprentices are the leaders of tomorrow and the key to the future of our business. We continue to look at ways of upskilling our people and this year are particularly focusing on embedding sustainable thinking as part of the knowledge and behaviours through apprenticeships."

Future Leaders 2023

Our FLM cohorts have a continued influence and impact on the partnership's strategy and future direction.

A representative updates to the Board directly on common themes and new topics of discussion e.g., enhancement of family-friendly policies, the introduction of our first Technical Week and dilemma papers related to business improvements.

"My role as a Future Leader has instilled in me a deeper sense of commitment to others and has helped me to understand the value that our people bring to TB+A. Being able to share knowledge and ideas openly from Board level ultimately provides and environment for growth, which helps to breed a culture of success." Danny Fraser, Mechanical Engineer, TB+A.

UKGBC Future Leaders

In early 2023, Tom Pemble, Senior Mechanical Engineer, and Michael O'Gorman, Energy Engineer, were appointed as UK Green Building Council (UKGBC) Future Leaders.

As part of the programme, they attended a nature retreat to reflect and determine how they want to progress as leaders.

The programme culminated at the Finale event where both engineers delivered innovation pitches as part of separate groups, focusing on the circular economy, biodiversity crisis and prioritising nature.

BCO Next Generation

BCO NextGen provides an invaluable opportunity to young professionals in the commercial property sector to be a part of a developing network of contacts from across the UK.

Two of our engineers, Jay Patel and James Monaghan, are part of this community and have attended the BCO National Conference to attend and take part in seminars and building tours.

TB+A & BGIS Secondment

For the second year, TB+A and BGIS UK came together to offer apprentices a four-week secondment to gain an understanding of consultancy, design and FM.

Onikonda Misomali, Building Services Design Engineer Apprentice, and Sheldon May, Apprentice Engineer, from TB+A successfully completed their placements, alongside three BGIS UK apprentices.

"This exposure has provided me with a deeper appreciation of how different groups simultaneously collaborate within this engineering sector, allowing me to carry out any future problem-solving and decision-making from a different perspective." Onikonda Misomali, Building Services Design Engineer Apprentice, TB+A.

Future Engineers Network, AKA the FEN

Liam Kirkbright, Building Services Design Technician Apprentice, has kick-started the FEN event, with the aim of developing networks for graduates, undergraduates and apprentices early on in their careers.

The first event in July had a good turnout, with each new event taking place in a new location. Liam commented: "I'm trying to expand the event to have more attendees and establish the FEN locally as an attractive event, while also engaging with other TB+A young engineers to encourage them to attend and achieve One TB+A."

UKGBC Future Leaders

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UK Business Council for Sustainable development

We have joined the UK Business Council for Sustainable Development (UKBCSD), a group of thought leaders, business trailblazers, innovators and disruptors coming together with the aim of securing a more sustainable world.

Combining policy with innovation, the members are given a voice and a 'new generation' network to stand out from the crowd. They go beyond net-zero, shaping and delivering against every SDG, guiding others and becoming their benchmark. They are about actions, not just words.

UKGBC Recalibrate programme

Naddy Parperi, Partner, recently completed the UKGBC Recalibrate programme. The course brings together leaders from across the built environment to learn from Sustainability thought leaders and develop strategies to bring back to their respective organisations.

"The programme was really enjoyable, thought-provoking and beneficial. It made me look at things more holistically as a leader from a sustainable perspective and start to think about my approach internally and externally. I have come away from the programme with a focus of how I want to lead."

UKGBC Change Accelerator

George Anthony, Project Associate, is currently completing the UKGBC Change Accelerator course, a three-month sustainability and leadership programme aimed at middle to senior leaders working in the built environment, with real influence over business strategy and a drive for change. The key focus is exploring leadership styles, motives and purpose, and the end goal being to enable change within the business focussing on sustainability.

GROWING PEOPLE LEADING THE WAY WITH APPRENTICESHIPS

The ethos at TB+A has always been to promote from within, looking to the long term and developing our leaders, for the future from the age of 16 and above. We grow our own leaders with 75% of partners starting as apprentices and young recruits.

The construction industry has traditionally operated on a boom-and-bust cycle, with little investment in training and staff development programmes. The Government also recognised this and introduced a national trailblazer standard and levy to encourage employers to invest more in training. We realised at an early stage that we could not sit back and just let things carry on. The hurdle we foresaw was that trailblazer standards that were being developed were primarily around construction, and not design. Our former Managing Partner, Neil Weller, joined a group of other employers and took the initiative to lead the Building Services workstreams as part of the Technical Apprenticeship Consortium (TAC) group.

Neil is the Chair for the L3, 4, and 6 Trailblazer Groups and continues to reshape and reaccredit each on a rolling cycle. This has changed the way in which education is delivered to building services design apprentices setting a higher, more focused standard.

Neil and his team remain fully committed to raising the standard and profile of apprenticeships and is contributing through a number of channels to continually raise the bar for the benefit of all.

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Apprenticeship Ambassador Network (AAN)

The AAN is the key vehicle promoting the benefits of apprenticeships. Its vision is to inspire and influence people to choose apprenticeships as a route to create business and individual success across the country.

Its mission is to be the movement championing apprenticeships to raise awareness and increase engagement to meet the needs of employers, communities and individuals across the country, with the following key objectives to:

- + grow in influence and relevance
- + tell their story
- + be nationally significant and locally relevant

The AAN has nine regions, each supported by an ESFA grant. Apprentices also contribute to the AAN with their own network, YAAN. Together, the regions deliver against regional business plans aligned to four common objectives, set by the Apprenticeships Benefit Realisation Program and AAN strategy.

Neil is Chair of the AAN London Region and TB+A has representatives in London YAAN. Neil is supported by Apprentices to help grow and develop the London network. The first Apprentice, Grace Payne, has since graduated from London South Bank University (LSBU) with a First Class Honors Degree in Digital Marketing and recently appointed to Marketing & Communications Coordinator at TB+A. Mariam Shaikh has taken over the reins at LAAN and was a co-host at the London Region of the National Apprenticeship Awards. Mariam has recently won 'Business Apprentice of the Year' at the Apprenticeship Connect Awards 2023 and has started a level 6 apprenticeship.

Recent successes in 2022 alone include:

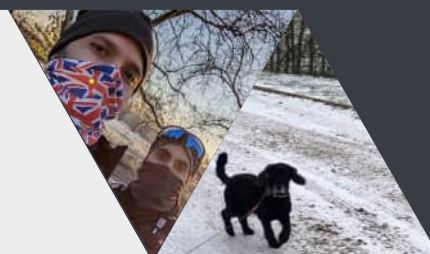
| Activity 2022 | Total Numbers |
|--|---------------|
| Apprenticeship events at schools/colleges | 190 |
| Total number of pupils reached | 8,046 |
| Employer events and apprenticeship celebrations | 45 |
| Case studies and newsletter items | 35 |
| Advocacy of apprenticeships to non-engaged employers | 371 |
| Hours volunteered by AAN members | 7,616 |

GROWING PEOPLE CAMPAIGNS

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Rethink Mental Illness '12 miles of Christmas'

To encourage our people to get active and make a positive impact on their own mental health, we took part in Rethink Mental Illness' '12 Miles of Christmas' campaign. We raised over £1,000 by collectively completing 751 miles.



DECEMBER 2022

Blue Monday

On Blue Monday, to brighten up what is said to be the most difficult day of the year, we encouraged our people to get together over a brew and brunch across our offices.



JANUARY 2023

'Time to Talk Day'

To support 'Time to Talk Day', each office took part in a coffee morning to encourage conversations to talk about Mental Health.



FEBRUARY 2023

Mental Health Awareness Week

We ran our annual MHAW as a time to reflect on the importance of maintaining good mental health and wellbeing, whilst raising money for Rethink Mental Illness.

This year's theme of 'Anxiety' inspired a series of informative sessions and activities throughout the week to raise awareness and tackle the stigma around mental health.



FEBRUARY 2023

National Apprenticeship Week

Every year, we take part in National Apprenticeship Week with the aim of encouraging more people to choose this route as a pathway to a great career.

During the week, we launched our 2023 Apprenticeship Recruitment Campaign, partnered with AAN and ifATE on live events, showcased some of our Future Leaders representatives, Exhibited at the All-Party Parliamentary Group, organised site visits to landmark projects and featured in CIBSE's 'Employer Tuesday' campaign.



FEBRUARY 2023

Stress Awareness Month

Throughout this month, we encouraged our people to spend time doing what they enjoy to address their stress levels and create a society where everyone feels more confident to talk openly about the causes of stress and ways to manage it.



APRIL 2023

Ramadan

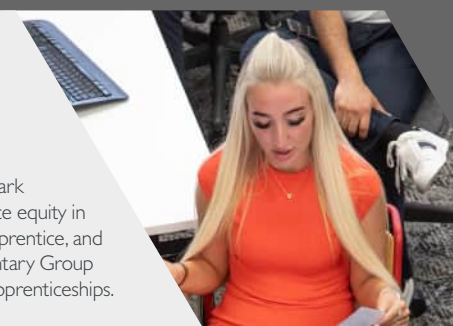
22nd March - 20th April 2023 marked Ramadan, a religious holiday celebrated by Muslims worldwide as a month of fasting, prayer, reflection and community. A private networking group was set up on LinkedIn by one of our recruitment agencies, Responsum, to provide a safe place for all questions to be asked about Islam and Ramadan with Q&A sessions held every Thursday throughout the month.

APRIL 2023

International Women's Day

Each year, we celebrate IWD as it's an opportunity to highlight the achievements of women around the world and marks a call to action for accelerating gender parity.

As part of this campaign, Ishrath Priti, Project Associate, and Mark Richardson, Partner, shared their views on how we can embrace equity in the workplace. Whilst Mariam Shaikh, Project Management Apprentice, and Chloe Jones, HR Coordinator, attended the All Party Parliamentary Group to mark the day and celebrate the contribution of women in apprenticeships.



MARCH 2023

National Apprenticeship Awards

The London regional finals for the National Apprenticeship Awards were held in October, supported by Neil Weller, Chair of the London Apprenticeship Ambassador Network, Mariam Shaikh, Project Management Apprentice, and Ruta Antanaityte, Digital Marketing Apprentice. We have been continuously recognised at these prestigious awards and won the 'SME Employer of the Year'.



OCTOBER 2023

GROWING PEOPLE CIBSE

TB+A play an active role in influencing and shaping Government policy, legislation and industry guidance and ideas through our corporate and personal professional memberships of the Chartered Institution of Building Services Engineers (CIBSE).

Our partners and engineers are members of several task working groups and committees, providing leadership through our extensive knowledge of the built environment to drive our profession and standards across the industry higher and into the future.

David Arnold is a CIBSE Past President and remains actively involved, writing papers and thought-leadership pieces. His Doctoral thesis was before its time, and considered thermal storage in reducing energy consumption in buildings. He remains actively involved with ASHRAE and the CIBSE links there and, until recently, was the Treasurer.

Our Managing Partner, Peter Anderson, and Associate, Jill Hoggan, sit on the Working Group for Building Safety which is responding to and informing Government policy and the engineering industry's response to the Building Safety Act.

We have actively responded to the consultation and influenced the direction of travel to improve our industry, and this work is ongoing. We held a Fire Safety Roadshow across our National offices in July 2023 as part of Technical Week, where we updated our people on the changes and engaged in a workshop around skills and competence. Peter is also part of:

- + CIBSE Neurodiversity Panel
- + Talent Pipeline and Apprenticeship Panel
- + CIBSE Fan Makers
- + CIBSE Council

Our previous Managing Partner, Neil Weller, drives TB+A's Apprenticeship agenda and is the Chair of the London Apprenticeship Ambassador Network (LAAN). He is a contributor to the CIBSE Working groups on people and skills, influencing Department of Education strategy on Greening apprenticeships, setting standards for Levels 3, 4 and 6 and passionately advocating for apprenticeships in all industries. TB+A was a trailblazer in this area and remains at the forefront in this space, achieving 'We Invest in Apprentices' Platinum accreditation – the first globally to achieve this.

To complement this, Neil Panton, Partner, sits on the T&D panel, engendering the development of young engineers through their career in a structured manner. Neil is the owner of our T&D scheme which was recently re-accredited by CIBSE until 2026. He also sits on the judging panel for the annual CIBSE Ken Dale Travel Busary Award.

In 2023, Neil ran a mentoring workshop for our T&D mentors and continues to hold quarterly meetings for all mentors. Mary Harding, L&D Coordinator, introduced monthly engagement sessions for people on the scheme to keep momentum with progress, share ideas and be a support network for each other. Neil and Mary also presented twice (2022 and 2023) to the business on the expectations and processes for quality CPD. In 2023, we have had 7 colleagues enrol on the scheme.

James Campbell, Partner, is actively involved in the CIBSE Facilities Management Group and has been involved in raising the educational standards of this aspect of the industry. He co-authored the new Guide M for Operation Maintenance - all recognising the importance of building performance, safety, energy efficiency and sustainability, through the whole lifecycle.

Furthermore, Megan Whitbread, Electrical Engineer, was crowned the first ever CIBSE Apprentice of the Year in 2020 and now sits on the Young Engineers Network committee, continuing her ambassadorial work both within and outside of the industry.

Peter Anderson

David Arnold

Neil Weller

Neil Panton

James Campbell

Megan Whitbread

Mary Harding

SUSTAINABILITY AT HEART

Playing our part in reversing climate change and resource consumption, protecting the environment for future generations to come.

As a socially responsible and ethical partnership, we provide roadmaps for our clients to decarbonise the built environment, representing 40% of all global emissions.

Our Sustainability Strategy and Action Plan aligns with 12 UN-Sustainable Development Goals and we became carbon neutral in September 2020. Our 'Whole-Life' approach is based around the circular economy of the built environment, with each service headed by a Centre of Excellence covering R&D, training and best practice. Involvement in all aspects of the building life cycle positively influences the sustainability of our clients' assets for the long term.

We are committed to making a positive social and environmental impact by being:

- + Signatories of the World Green Building Council Net Zero Carbon commitment (WGBC)
- + Involved in the UN Global Compact UK-SDG Advocacy Working Group
- + Members of the UKGBC
- + Board members of the Camden Climate Alliance achieving and maintaining 'Team Green' and 'Carbon Champion' Marks of Achievement
- + Signatories to both the UK BSE Declare Climate & Biodiversity Emergency and RetroFirst
- + Transparent disclosure of our environmental data to CDP



Aligned with the UN's



RetroFirst

UK
GBC
Member



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Through these activities, we are setting new priorities and developing better ways of working, improving the sharing of information and best practice, all with the aim of achieving net zero carbon by 2030 in support of the Government's 2050 net zero target.

Our adoption of the 1.5 deg C science-based targets have led us to become a forerunner in the 'Race to Zero', with real action across our operations and supply chain. We are registered members through the Business Ambition for 1.5C initiative, joining a broad coalition of businesses and organisations to address the climate emergency.

As co-authors of the Climate Emergency Design Guide, produced by the London Energy Transformation Initiative (LETI), we contributed to setting guidelines for the industry on whole-life net zero carbon and bringing this knowledge, experience and thinking to our clients' journey to net zero.

Our award-winning, exemplar apprenticeship programme grows and develops future leaders whilst addressing social inequalities within a sustainable long-term business model.

As part of our social responsibility drive, we work with local communities assisting with projects and initiatives in schools and supporting various charities and sporting projects. This is why we're iIP Platinum accredited, winners of the iIP Excellence in Social Responsibility Award and hold the Long Service award, one of only a handful in the UK.

We work with an external Sustainability Partner, Bioregional, who calculate our GHG Footprint and assist with our Sustainability drive. Bioregional use the GHG Protocol Standard as their framework for carbon footprint reporting. The GHG Protocol Standard is aligned with ISO 14064 in terms of its approach to calculating carbon emissions.



Low Carbon Consultant

SUSTAINABILITY AT HEART

OUR SUSTAINABILITY JOURNEY

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2018

Development of TB+A's Sustainability Strategy and Action Plan

2020

TB+A becomes a Carbon Neutral Partnership

Joined the WGBC Net Zero Carbon Buildings Commitment

CCCA Carbon Champion 2020 and 2021

2021

Carbon reduction targets approved by SBTi

Supporters of HRH The Prince of Wales' Sustainable Markets Initiative, the 'Terra Carta'

Founding signatory of the WGBC Whole-Life Carbon pathway

Commercial Partner to UKGBC Build Better Now COP26 campaign and virtual pavilion

Invested in Rewilding Carbon with the Durrell Wildlife Conservation Trust to achieve Carbon Positive actions

Launched our first Environmental, Social & Governance (ESG) report

Achieved Ecovadis 'Gold'

2022

Maintained 'Team Green' and 'Carbon Champion' MoAs with the CCA

Supported Think & Do and Power Up North London on the Light Fantastic Project

Reduced our Scope 1 and 2 emissions by 56% from our 2018 baseline

TB+A became licensed NABERS UK Assessors

Joined 100+ businesses in signing the UKGBC's letter to the Government which calls for planning systems to be brought in line with the Climate Change and Environment Acts

Achieved Ecovadis 'Silver' 2022

Sponsored the planting of a new hedgerow with the University College School

CQI International Quality Awards – FINALIST: Sustainability Impact

Peter Anderson joined the UKGBC Task Force to launch new guidance on the, 'Value of Urban Nature-Based Solutions'

Peter Anderson contributed to the 'Race to Net Zero' article with the UKGBC

Rob Cargill took part in Built It Conference in Aberdeen to discuss 4-5 Lochside, a sustainable office project in Edinburgh

Carbon Neutral Certified through Climate Impact Partners

Supported the Camden Climate Alliance and Think & Do for the Post COP27 workshop

2023

GHG Footprint Reporting

GHG Emissions Offsetting

Held our 12th annual Sustainability Week

WGBC Net-Zero Carbon Buildings Commitment Reporting

Ecovadis Reporting

Submitted environmental data to the CDP, results due early 2024

Supported Think & Do Camden with the Green Dragon's Den Event

Supported the Camden STEAM Hub by hosting and facilitating a session to educate teachers on the links between STEAM and sustainability, consider career pathways, and embed STEAM within the curriculum

Maintained 'Team Green' and 'Carbon Champion' MoAs with the CCA

TB+A signed an open letter to the Government, aimed at strengthening the Levelling up and Regeneration Bill

'Gold' Sponsors of the inaugural BCO ESG Conference 2023

Engaged with Suppliers to reduce our Scope 3

Signed up to the EPI00 'Call to Action'

Engaged with Tapni, a digital business card company, to reduce Business Card waste. As part of this, when a new business card order is placed, a tree is planted. Currently, we have x7 trees in Usambara Biodiversity Conservation Project, Tanzania

233 volunteering hours contributed to various causes

Sustainability Awards: Sussex Heritage Trust Awards 2023, HIGHLY COMMENDED: Public & Community Award category, Brighton Girls School GDST, restoration of the Grade II listed Temple building

Held our 12th annual Sustainability Week with 650+ attendees across 10 presentations

Developed and delivered a STEAM schools presentation to educate children on the built environment

Signed up to the onHand volunteering app, currently we have 78 people, 1,477 trees planted

Supported 'Fruitful Office' to plant trees by having fruit delivered to our offices

Providing London office space to local community organisations for meetings and events

Produced a 'Supplier Code of Conduct' which is aligned to the 10 UN Global Compact Principles

Achieved Ecovadis 'Silver'

NEXT STEPS

2023

2023 Apprentice and Graduate Challenge presentations, with the theme 'Building for everyone'

Targeting Ecovadis 'Gold'

2024

Sign up to the UN Global Compact principles

Monitoring of project impacts on stakeholders

X2 additional NABERS UK Assessors to become accredited

Maintain Ecovadis 'Gold'

2025

15 years of Eco-committee (Sustainability at Heart Working Team)

Completion of the 5 year SSAP

Fossil free target

SUSTAINABILITY AT HEART EVENTS

UKREiIF 2023

Taking place from 15th – 17th May, we were delighted to make a return to Leeds as proud sponsors and exhibitors of the UK's Real Estate Investment & Infrastructure Forum (UKREiIF). The event is dedicated to becoming a platform for accelerating change in the built environment sector.

TB+A's team of delegates, including Mark Richardson, Rob Cargill, James Fraser-Chalk, Jill Hoggan and Zoe Faulkner, had plenty of positive feedback to share after reflecting on what was a very successful and thought-provoking few days.

Five key takeaways become clear; with 'collaboration' appearing as a common thread throughout:

- 1. Regulations:** An emerging theme from conversations at UKREiIF was that uncertainty around regulations and requirements for planning and approval is hindering the acceleration of developments. We believe that increased collaboration from planning authorities across both the public and private sectors within the industry, as well as more innovation from Government regulation to help secure investment and drive projects forward, would help to establish a clearer picture.
- 2. Innovation:** Innovation is fundamental for growth and evolution, and this was highlighted in the context of adapting to the cost of living crisis and supporting the levelling up agenda, as explored in the panel discussion chaired by one of our Partners, Mark Richardson. It was particularly encouraging to hear about new, innovative business models around finance and investment for projects in today's climate. Notable takeaways included pursuing housing retrofit and freeing up capital for investment as a solution.
- 3. Growth:** Over the next few years, we predict to see a rapid transition towards net zero carbon and beyond, with this critical agenda becoming front and centre of business strategy and planning across the value chain. The UK's cost of living crisis is intrinsically linked to the global climate crisis. As an industry, there has been a notable shift in progress towards creating a more sustainable future through building design. However, addressing inefficiencies with existing buildings through retro-fitting should be elevated rather than solely prioritising new projects.
- 4. Alignment:** As an industry, it feels like we are experiencing a pivotal turning point across the value chain with progressive action and stronger alignment around sustainability and the net zero carbon agenda. The consensus is that the key to achieving impact lies in moving away from siloed thinking and solutions and, instead, moving to collaboration and wider buy-in.
- 5. Social value:** We anticipate that social value will play a more prominent role in developments and retrofitting going forwards, so it's refreshing to see the broader spectrum of social value featuring as a key part of the value chain itself — including communities, environments, wellbeing and governance.

UKREiIF is a key event in our calendar that brings together industry to pave the way for transformational investment. With net zero and beyond at the forefront of business strategy and planning across the value chain, TB+A look forward to being part of the conversations and solutions.

Mark Richardson
Partner, TB+A

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High-performing partnership
Higher performing buildings

We are a high-performing building services consultancy with 240 people in eight offices, delivering projects in the UK and Europe across all sectors.

As a socially responsible and ethical partnership we provide roadmaps for our clients to decarbonise the built environment

tbanda.com



SUSTAINABILITY AT HEART EVENTS

BCO Annual Conference

The 2023 British Council for Offices annual conference took place in the heart of Dublin this year to bring together BCO members and industry thought leaders to help shape the future of office space.

The TB+A team, consisting of Andrew Hixson, Kevin Killoran, Tom Smith and Andrew Campbell, and BCO NextGen members, Jay Patel and James Monaghan, were thrilled to attend, once again, as Gold sponsors.

From the brilliant weather and location to the thought-provoking talks and tours, our team left Dublin feeling inspired and encouraged about our sector's impact on the coming decades, including how we build offices fit for a resilient future.

BCO ESG Conference

TB+A was proud to be a 'Gold' sponsor and attend BCO's inaugural ESG Conference in October at Natwest Group's Headquarters, 250 Bishopsgate London; a building that we are pleased to have provided MEP design and architectural lighting support on.

The one-day conference was attended by Mark Richardson and Andrew Hixson, Partners, Claire Bower, Head of IMS and ESG, and Tilly Grainger, Marketing & ESG Manager. The event provided an opportunity for BCO members to come together to discuss and debate what the future of sustainability and ESG will look like and shape the way forward.

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BCO ESG Conference

DiMHN

Design in Mental Health Network (DiMHN)

From networking to knowledge sharing, to celebrating excellence in healthcare design, our team enjoyed a busy few days at the Design in Mental Health Conference and Awards 2023!

As sponsors of the awards, our team was delighted to attend the ceremony and crown Stella's Place, an exemplar for young adult-driven, community-based mental health services, as winners of the 'Project Refurbishment' category.

Following the success of last year's presentation, TB+A's Mark Richardson and Naddy Parperi returned to the stage to present further findings on how current net zero carbon thinking is affecting service user experience.

Alan Newman, Partner and DiMHN Ambassador, also chaired Wednesday's 4pm session on how architecture may impact aggression and recovery in a new purpose built forensic psychiatric hospital with guest speakers, Lisbeth Uhrskov and Morten Deleuran Terkildsen.

SUSTAINABILITY AT HEART SUSTAINABILITY WEEK

Every year, our Sustainability Working Team come together to build a structured and topical programme of events, challenges and activities as part of our Sustainability Week.

Aligned with the World Green Building Council's World Green Building Week, this year the theme was 'Building the transition' and was focused on accelerating the transition to secure an energy efficient, regenerative and just future for all.

During the course of the week, we had over 650+ attendees across 10 presentation, all whilst raising money for our chosen charity, the Marine Conservation Charity.

The week provided us with an opportunity to recognise how, if each of us make small changes, together, we can make a big difference to our plant and the communities and ecosystems around us.

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DAY THREE

Our Belfast office enjoyed some sustainably-sourced seafood at Fish City, and in each of our offices a Book Swap area was set up for a 'Lunch & Read' hour to help de-stress and boost creativity through some mindful activity.

In alignment with Wednesday's theme, 'Regenerative', Toby Morgan at The Climate Group joined us to discuss 'Accelerating the rate of Decarbonisation in the Built Environment'.

We partnered with Migrateful once again to cook up a Gambian storm and help contribute to the rebuilding of livelihoods whilst doing so.

DAY TWO

Day 2 welcomed Amy Bompas & Alex Shears from Durrell Wildlife Conservation Trust to provide an update on their latest Rewild conservation activities.

FLM volunteers, Chloe Jones and Joe Hally visited Hawley Primary School to talk about our role as engineers and hopefully inspire the next generation of sustainability heroes in the built environment.

Many of our people got out and moving in a nationwide community walk, Will Price at Bioregional shared on TB+A's commitments as our Sustainability Partner as we look to future projects and plans.

Finally, our Harry Day played quizmaster to end the day with a Sustainability themed Quiz!

DAY ONE

Peter Anderson, Managing Partner, kicked off the week with a special message, with Clare Wilde and Kai Liebetanz from UKGBC providing an engaging session on 'Circular Economy and Nature & Biodiversity'.

To wind down for the day, Emily Harding, from The Yeh Yoga Co. took us through some mindful movement, ready for another busy day on Tuesday.

Our Leeds office took turns to make delicious treats using a fun Smoothie bike.

I enjoyed the wide range of presentations and talks throughout the week which were very interesting and some thought provoking and obviously winning the caption competition...!

DAY FOUR

As a fun and environmentally-friendly way to produce fresh fruit smoothies, our London 'Bike 'n' Blend' session encouraged our people to get moving whilst promoting healthy eating.

Cotton Clara inspired us to get creative with their at-home DIY kits, and Karen Newby, Nutritionist joined us to discuss how to eat nutritious and wholesome foods on a budget.

Manchester finished off their day with sustainable wine, gin and beers.

In London, we hosted a client meet and greet with games, sustainable drinks, networking and locally sourced food supplied by Sharing Space Eats, a resident catering company from Camden.

DAY FIVE

The final day of the programme included a presentation from Martin Weddell and Paul Gisby, Ambassadors of The Blue Planet Academy, who explained and showed us the importance of protecting our oceans.

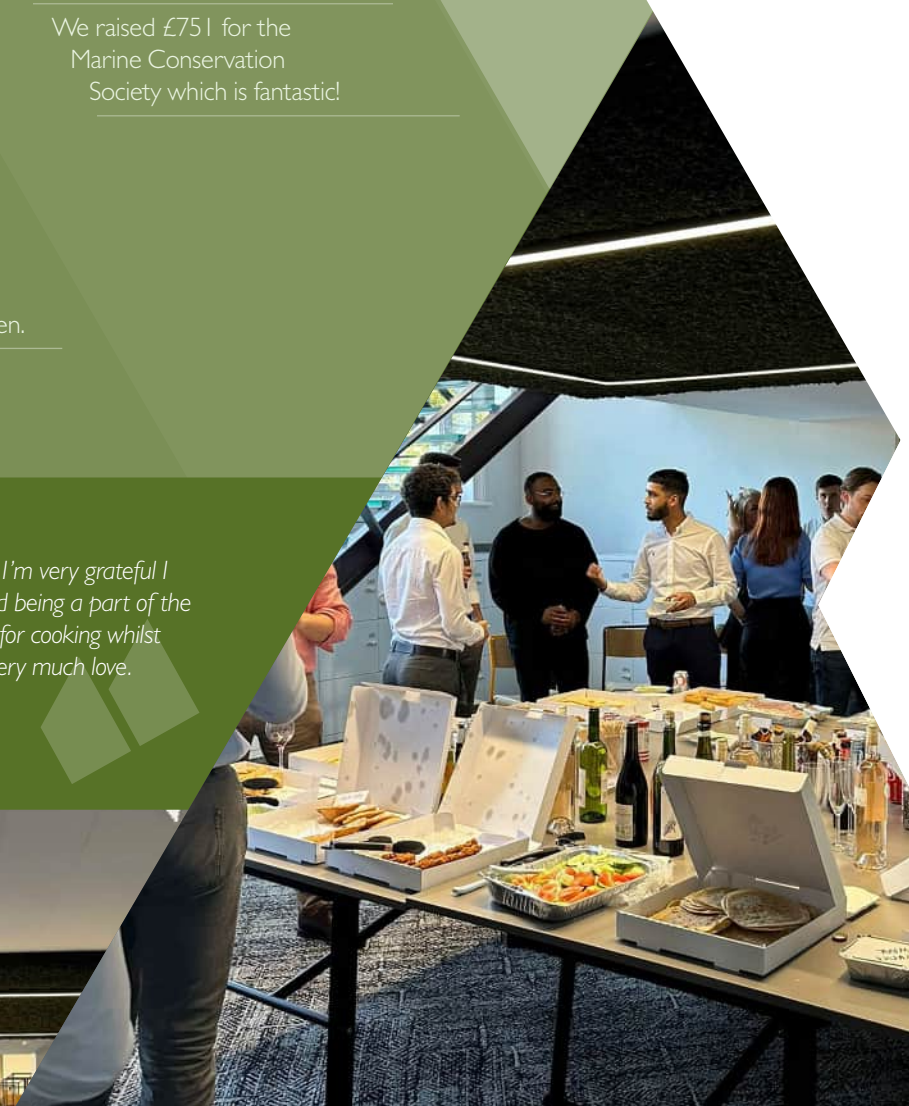
Finally, we signed off by doing our raffle and announcing our competition and challenge winners.

We raised £751 for the Marine Conservation Society which is fantastic!

I'm really appreciative and glad that everyone enjoys my food. I'm very grateful I have opportunities to do this as it is a part-time job for me and being a part of the Sharing Space Eats Initiative allows me to express my passion for cooking whilst giving me an opportunity to provide for my community that I very much love.

Sakila
Local resident and a Sharing Space Eats Chef

I really enjoyed the London social and thought the food was great, even better that it was supplied by the Camden Community Group (great idea!). The Blue Planet presentation was really interesting and thought provoking! Thanks for organising.



SUSTAINABILITY AT HEART

GREENHOUSE GAS (GHG) FOOTPRINT

Introduction

Sustainability at Heart is one of TB+A's central pillars. It is our purpose to be a socially responsible and ethical partnership that is the best at everything we do.

Our climate is taking the brunt of the world's emissions, and we want to be a part of the change, making a real different to our planet. The built environment is responsible for over 50% of the world's emissions, and therefore it is our duty as part of that industry to make sure we fully understand our impact and make powerful and meaningful steps to drive down our emissions.

As part of our five-year SSAP, we embarked on a journey with Bioregional, our external Sustainability Partners, to calculate our own GHG Footprint and develop a carbon reduction strategy from which to compare our progress and plan our strategy moving forward.

TB+A net-zero commitments

We have set a target to achieve net-zero emissions from our operations by 2030, in line with the reductions required to keep global heating to 1.5°C.

The Science Based Targets Initiative (SBTi) have approved the following in support of this:

- + Reduce absolute carbon emissions arising from property energy and company cars (Scope 1 and 2 GHG emissions) by at least 50% by 2030

For Scope 3 emissions:

- + Reducing scope 3 GHG emissions from business travel and fuel and energy related activities by 50% by 2030 (from the 2018 baseline)
- + All key suppliers, representing 50% of TB+A's emissions, will have science-based targets by 2023 (covering Scope 1, 2 and 3 emissions)

Calculating our GHG footprint

To drive forward our Sustainability strategy, we targeted and achieved the ISO 14001 certification in 2010, and subsequently set up a working group (previously known as the Eco-mmitee), now operating as the 'Sustainability Working Team'. The primary focus of this group is to focus on our ESG objectives with representatives from across the partnership.

To make considerable and substantial change, our first step was to understand our progress, as without a comprehensive and reliable understanding of our overall GHG footprint, we wouldn't know where to focus.

In 2018, we calculated our first GHG footprint, which was also established as a certified baseline year from which to compare our progress going forward. Our footprint calculations include Scope 1, 2 and 3.



Learning

Since starting our journey to net zero, we have found that the key to calculating the GHG Footprint is both robust data collection processes and actively involving our people. Data collection will only get you so far; behavioural change is the next big step. It's important that we bring our people along with our plans and targets, and to engage with them on the strategies we undertake to drive down our emissions.

Next steps

To reduce our emissions further, we highlighted Scope 3, Category 1 and 2, as groups to investigate further. To achieve this, we identified our Top 10 Suppliers and have approached them to find out their own Sustainability credentials, journeys and plans.

The next steps is to encourage those who are yet to make any commitments to sign up to the SBTi's and start reporting their data. We have offered to assist in this process by sharing our knowledge and connecting them with Bioregional to answer any questions.

As part of our digitalisation workstream, we envisage developing our own supplier data collection process to support their journeys, as well as improving the way we collect and record data.

Progress against targets

For our most recent GHG Footprint for the year 2022, the performance against the baseline is 56% reduction in Scope 1 and 2 (market-based), so this target is being met.

Against the target of committing to reduce our Scope 3 GHG business travel and fuel and energy-related activities by 50% by 2030, the business travel has increased, so we are developing strategies to reduce this.

Against 'All key suppliers having science-based targets by 2023', this is in progress with:

- + 17% are considering setting NZC or SBTi targets
- + 27% have either committed to NZC and/or have set SBTi targets

We have realised that with many being SME's, achieving this objective has been extremely difficult. We have embarked on a review of each of our supplier's actual declared footprints and, where these are not available, writing to them to encourage this to be undertaken.

Challenges

Various challenges came up, starting with the data collection process being long and complicated. We had no idea what data we would need, where it would come from and the best way of collecting it. The amount of documents including ticket confirmations and financial reports had to be looked at one-by-one to retrieve the correct figures.

We realised that this process wasn't going to work for the collection round, so, after completing the baseline calculations, we undertook an analysis and developed spreadsheets that could be used by data collections from each office across the partnership. This meant that, throughout the year, data could be added as it was received, therefore streamlining the procedures and making it more robust.

Logins for travel and procurement accounts have also been centralised to minimise the risk of losing data and simplifying the reports gathering.

SUSTAINABILITY AT HEART

VOLUNTEERING, FUNDRAISING & SPONSORSHIP

Our commitment to social responsibility is embedded into our business strategy and covers all our efforts to make a positive contribution to our people, clients, the built environment, the next generation and the communities in which we live and work.

As a practice that has eight design centres across the UK and Poland, we recognise that we have an impact in all these areas and therefore appreciate that we also have a responsibility to do more and work with our people to achieve this.

Every year, we organise various charity events, awareness campaigns and engagement weeks, as well as offering seven paid hours to our people to spend volunteering with local organisations.

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An Unforgettable Jamboree!

Andrew Hixson, Partner, spent his volunteering hours assisting at his local district's version of the 'World Scout Jamboree', which took place at the same time in SaeManGeum in South Korea.

Squirrels, Beavers, Cubs, Scouts, Explorers and Network Scouts from across the district came together for a week filled of activities and challenges promoting cultural exchange, friendship, and adventure.

Camden Collective

Deinery Guzman, Electrical Engineer, and Hannah Reading, Administrator, visited Camden Collective, a charity supporting start-up businesses by providing free workspaces in vacant buildings. They spent the morning painting the inside of an old school building and managed to complete three of the rooms.

Macmillan Coffee Morning

We set up coffee mornings at all our offices to raise money for those living with Cancer. There was plenty of engagement and conversations between colleagues over coffee and cake which was a real success, raising over £215 for the charity.

Think & Do Communi-trees:

Camden Tree Planting Volunteering Day

Mariana Preda, Senior Mechanical Engineer, and Stuart Young, Project Associate, along with their children spent the day supporting Think & Do Camden with their 'Communi-trees' project, a local tree planting initiative aiming to increase biodiversity, add vibrant seasonal colour and improve local peoples' connections to nature.



Think & Do Camden Dragons Den Event

This year, we sponsored and hosted the pupils of seven Camden schools to our London office for Think & Do Camden's Green Dragons' Den event. TB+A contributed x4 grants of £500 to help get the Sustainability projects kick-started.



Turing Trust

The Turing Trust was set up in 2009 in honour of Alan Turing by his family. We are working with the organisation to donate xx laptops which will be recycled and reused by providing quality IT resources and training to schools in sub-Saharan Africa.

Jersey Zoo Volunteering

As part of last year's Sustainability Week, we gave our people the opportunity to volunteer at Jersey Zoo, given our partnership with Durrell Wildlife Conservation Trust and our investment into their Rewild Carbon programme.

From limewashing bat tunnels to talks and tours around the zoo and organic farm, to getting up close and personal with the bats themselves. It was brilliant to see first-hand the level of care and commitment that goes into each and every project, and see how our investment is making a real difference to the restoration of the Atlantic Forest, as well as the rebuilding of livelihoods.



Company volunteering

176 volunteering hours contributed via our On-Hand app, and 57 volunteering hours contributed as part of our internal Volunteering policy.



Since 2011, we have raised
£210,652.75!

SUSTAINABILITY AT HEART

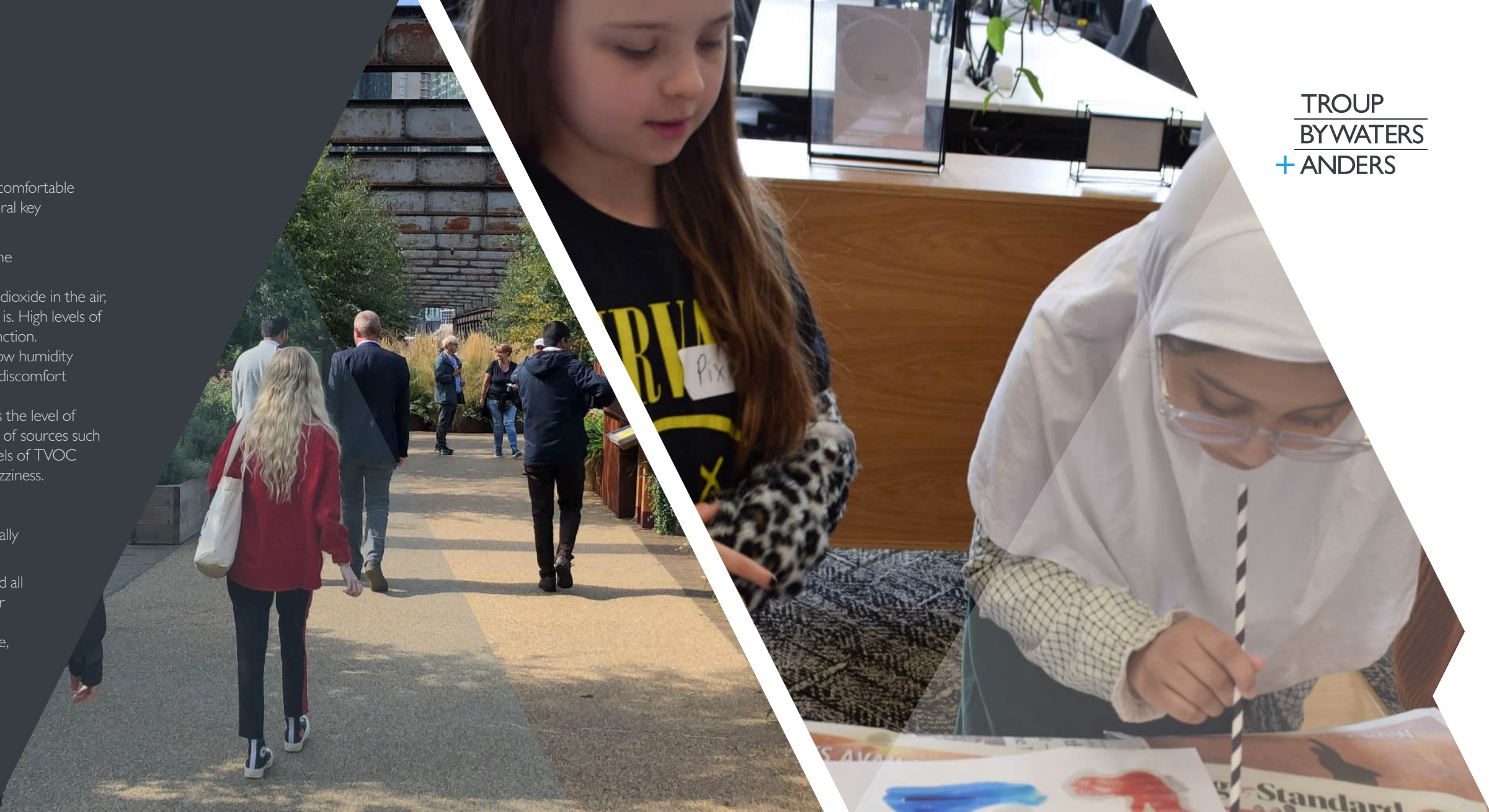
AIR QUALITY

Air quality is an important factor in maintaining a healthy and comfortable workplace. The air quality sensors in our offices measure several key parameters that can affect the quality of the air we breathe:

- + **Temperature:** This measures the current temperature in the room, which can affect our comfort levels.
- + **CO2 (carbon dioxide):** This measures the level of carbon dioxide in the air, which can be an indicator of how well-ventilated the room is. High levels of CO2 can cause fatigue, headaches and reduce cognitive function.
- + **Humidity:** This measures the level of moisture in the air. Low humidity can cause dry skin and eyes, while high humidity can cause discomfort and create a breeding ground for bacteria and mold.
- + **TVOC (total volatile organic compounds):** This measures the level of organic chemicals in the air, which can come from a variety of sources such as cleaning products, paints and office equipment. High levels of TVOC can cause eye, nose, and throat irritation, headaches and dizziness.
- + **PM (particulate matter):** This measures the level of fine particles in the air, such as dust, pollen and smoke. These particles can be harmful to our respiratory systems—especially for those with allergies or respiratory conditions.

The sensors in each of our national offices continuously record all of these parameters and they are available to everyone via our intranet. This informs the management of natural ventilation, heating and cooling systems. In our London office, for example, we have seen that particulate matter and TVOC can be maintained at very low levels, even in the city location.

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EPI00 'CALL TO ACTION'

During London Climate Action Week, EPI00 launched their 'Call to Action' campaign, inviting companies to reach out to their landlords and/or tenants to increase communications and collaboration in energy efficiency and net zero action.

Over the next 12 months, we will be engaging with both our landlords and Managing Agents to communicate our own approach to achieving Net Zero, find what their targets are and how we can work together to achieve our goals.

This will include:

- + Conducting an in depth analysis of all our offices
- + Understanding the various agents' corporate ambitions, including those for properties
- + How we can assist as a tenant
- + Plans to decarbonise their businesses and buildings
- + Energy efficiency plans and metering strategies
- + Community engagement
- + Drive to using Renewable energy

So far, we have already contacted each of our Landlords and Managing Agents to understand this current offering, as well as future plans in regards to Net Zero and energy efficiency.

SUSTAINABILITY AT HEART

DURRELL WILDLIFE CONSERVATION TRUST, REWILD CARBON

Since 2021, TB+A has been supporting Durrell Wildlife Conservation Trust and Rewild Carbon, a Biodiversity programme aimed at contributing to a 'a wilder, healthier, more colourful world' by rewilding species and eco-systems, people and places.'

As an organisation, we offset our annual GHG Footprint, which includes Scope 1, 2 and 3, via a verified Gold Standard portfolio of international projects with Climate Impact Partners. We then go further by matching this and investing in the Rewild Carbon programme. This progressive approach to the use of offsets while we continue to find ways to reduce our carbon footprint in its entirety was considered to be a meaningful and authentic way to address global challenges as we race to keep global under 1.5 degrees C and halt biodiversity loss.

Our contribution so far has resulted in the following impact:

- + Our investment is x25 more than the minimum requirement for Scope 1 and 2
- + 1,166 tonnes carbon sequestered
- + 6,064 trees planted (and mapped)
 - 3,032 in Polygon 1
 - 3,032 in Polygon 5

Across all Rewild Carbon partners, Durrell has reported our impact so far with the following successes:

Polygon #1

- + Planted Dec '21 – Apr '22
- + 48,831 native species trees in 24 ha Area being maintained for 2-3 years until trees mature
- + Flowers and fruit attract insects, birds and butterflies
- + Regular monitoring with drone, camera traps and audio recorders
- + 24 species of birds detected
- + 2 mammals detected

Polygon #5

- + Planted May – July '23
- + Close to Polygon #1
- + Mixed and active restoration
- + 37,900 seedlings planted around existing isolated trees
- + 25 ha forest

Credit: Durrell Wildlife Conservation Trust

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SUSTAINABILITY AT HEART UKGBC

TB+A is leading the industry towards a net zero future and is working with the UK Green Building Council (UKGBC) and World Green Building Council (WGBGC) to achieve this.

UKGBC is a membership-led industry network radically transforming the sustainability of the built environment. It represents the unified voice of our industry's current and future leaders who are working together to deliver a transition across the sector in response to the climate and nature crises.

TB+A first started working with the UKGBC in 2013.

Our adoption of the 1.5°C science-based targets has led us to become a forerunner in the 'Race to Zero' campaign, with real action across our operations and supply chain. We account for our impact on the world and, whilst we transition towards net zero, we have sought meaningful initiatives to offset our impact, make a difference to humanity and to address global biodiversity loss around the world.

We are proud to join the 'Race to Zero' coalition of businesses setting an industry-leading position in advancing net zero for the built environment.

Leadership programmes

We are actively involved and sponsor UKGBC's powerful Leadership Programme, with several employees having attended or are currently on the three flagship programmes which are:

- + [Recalibrate](#)
- + [Change Accelerator](#)
- + [Future Leaders](#)

Apprenticeships

We recognise the importance of empowering the future generation, and our work on embedding sustainability into the Apprenticeship standards with iFate align with the UKGBC Bitesize knowledge flyers, aimed as an introductory level overview of sustainability topics. We are proud to have assisted in the review of these documents, and his work has influenced our STEAM presentations to schools.

Events

As a commercial partner, TB+A has supported the UKGBC with various events over the years, including:

[UKGBC Virtual Pavilion – Build Better Now](#)

In 2021, the UKGBC Virtual Pavilion united the built environment sector at COP26. The Virtual Pavilion showcased visionary, useful content, insightful speakers and aimed to encourage engagement through:

- + A virtual exhibition area showcasing best practice examples of carbon reduction in practice
- + Online events including tours, presentations and panel discussions

Advancing Net Zero Status Report

TB+A is a signatory of the World Green Building Council's Net Zero Carbon Buildings Commitment and is pleased to be featured in the latest report to share our progress and learnings, along with an alliance of 175 others.

We have committed to playing our part in addressing climate change and resource consumption, protecting the environment for future generations and decarbonising our portfolio and operations.

Through advocacy and thought leadership, we continue to encourage and influence others within the built environment to join us in the #RaceToZero.



Remain a signatory of the Net Zero Carbon Buildings Commitment

2023

Mary Harding joins the Learning & Development focus group of UKGBC

2023

Tom Pemble and Michael O'Gorman complete the Future Leaders Programme

2023

Mark Richardson is studying systems change in the built environment as part of a working group

2023

Rob Cargill attends kick-off session for UKGBC Scotland's Commercial Retrofit: Scottish Policy and Practice initiative

2023

UKGBC hosts of the UKREiF Roundtable on a Whole Life Carbon Roadmap. Partner and Head of Sustainable Innovation attended as a speaker and panellist

2022

Launch of the Value of Urban Nature-based Solutions framework. Managing Partner, Peter Anderson was one of the speakers providing overview of the new framework

2022

UKGBC launched a new publication on Delivering Net Zero: Key Considerations for Commercial Retrofit. Rob Cargill, Partner and head of our Scotland and North of England offices, was a speaker providing an insight on this subject

2022

TB+A provide critical support for the launch of UKGBC Scotland, including strategic direction and co-hosting events in Glasgow during COP26

2021

Signed up to the WGBGC NZCB Commitment SME Verification Pathway

2021

Open letter to the PM about the Planning Bill directly aligning with the obligations under the Climate Change Act

2021

Joined the Race to Zero campaign and set science-based targets for 2030 via the SBTi's SME validation route

2021

UKGBC EN16978 review

2021

Signatories to the WorldGBC Net Zero Carbon Buildings Commitment

2020

Peter Anderson, Managing Partner, attended the Recalibrate course

2020

UKGBC BSE Engineers Declare signatories

2019

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SUSTAINABILITY AT HEART

UKGBC – CASE STUDIES

Barclays – 1 Churchill Place

TB+A's Energy Performance and Sustainability team and building services design team were commissioned by Barclays Bank to provide a strategy and design to align the operational performance of their London Headquarters to net zero carbon performance.

Barclays Bank embarked upon a phased transition for their circa 100,000m² UK headquarters to become net zero carbon-aligned.

Aligning to the UKGBC's energy performance targets for offices showed that buildings operating in 2025-2030 will have an energy budget of 90kWh/yr (NLA) to be net zero carbon-aligned. Originally, the building was operating at 4-5 times this amount.

A selection of services carried out by TB+A to reduce energy consumption were:

- + Detailed review and audit of landlord and tenant building services and building envelope
- + Preparation of high-level energy use optimisation study
- + CIBSE TM54 dynamic energy modelling, including detailed modelling of building service controls to assess the impact of building services optimisations
- + RICS BS EN 15978 life cycle assessment of the refurbishment

The work has enabled a realistic route to net zero carbon performance to be put in place.

4-5 Lochside Avenue, Edinburgh Park

Our Edinburgh office completed a full refurbishment and transformation of a 1990's building to provide fossil fuel-free, zero direct emissions office accommodation aligned to Net Zero targets and Scottish Government "New Build Heat Standards"

- + A "RetroFirst" approach
- + 'Wellness' agenda best practice
- + All electric zero fossil fuels building meeting "zero direct emissions" objectives
- + Achieving UKGBC 2025-2030 interim targets for operational energy use 'in design'

Our Sustainability Strategy & Action plan was developed following a materiality exercise to look at our areas on most influence and impact. We identified that we can positively act on 12 of the 17 UN Sustainable Development Goals.

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4-5 Lochside Avenue, Edinburgh Park

Barclays - 1 Churchill Place

Businesses and their leaders alike need to review and renew their ambitions and positioning in meeting the needs of the future. There is no more critical time than now. The UKGBC Recalibrate Executive Leadership Programme and ongoing partnership with TB+A aims to inspire and support leaders and businesses across the Built Environment value chain. It was incredibly impactful to work with Peter Anderson during our six-month 2020 pilot programme. Peter lead the way in exploring what purposeful leadership means at this time and the collaboration cross-sector for us to generate transformational change. TB+A seeks to drive sustainability from the centre of its approach and services and was one of the first signatories to the WorldGBC Net Zero Carbon Buildings Commitment.

Julie Hirigoyen
Chief Executive, UKGBC

SUSTAINABILITY AT HEART

THINK & DO – LIGHT FANTASTIC PROJECT

TB+A has been working on various projects with Think & Do, a local community group dedicated to creating a community ecosystem that is resilient and responsive to climate change through creative solutions, identified at a community level, and respond to them collectively.

Light Fantastic Project

Contributors: Think & Do (T&D), Power Up North London (PUNL), The Crick & Troup Bywaters + Anders (TB+A)

Throughout 2022, TB+A supported the Light Fantastic Project, financially and technically. Alongside funding provided by PUNL (£2.8k) and The Crick Institute (£3.8K initial engagement and event), TB+A provided £10.5k which has been used to deliver essential LED lighting in the kitchens and bathrooms of 74 households in Walker House, Somers Town, Camden.

Adrian Wordsworth, Partner at TB+A, engaged with the Light Fantastic team on a pro-bono basis to assist them with their proposal for the use of non-skilled local residents to replace lamps and light fittings in the local community. This included discussions on the following:

- + Health and safety when working with live electrical systems and using qualified installers
- + Awareness of the risks associated with the possible presence of asbestos and working at height and use of qualified electricians where the replacement of whole light fittings may be required, and associated certification post-completion
- + The properties being local, council-owned and whether the replacement of light fittings is permitted under the tenancy agreement
- + Using the most appropriate energy saving replacement
- + The risks of incorrect fitting
- + Quality control and who would be responsible for signing off works

Summary

The lights will save 2.7 tonnes of carbon a year, or 13.5 tonnes over five years, which is the expected lifespan of the lights. Residents have received new lights that will reduce their energy usage, are brighter, will last longer and will emit less heat than the traditional fluorescent lights that they have replaced.

Statistics

| | |
|---|----------------------------|
| No. of households approached | 137 |
| No. of households where LEDs were installed in the kitchen/bathroom | 74 |
| Split of households | Pilot – 19/ Rollout: 55 |
| Carbon saving estimate overall | 2.5 tonnes per year |
| Cost saving estimate overall | 3,200 per year |

Feedback from local residents

Thank you, I am really happy, you have helped so much, I have anxiety and I have lights on all night, so my new LED lights are good to keep my bills down.
(Pensioner, living on own)

I am very happy with the lights, they are beautiful. It is going to save money and energy, and it's very good project you are doing.
(Couple with one son)

The electrician was great, he fixed my faulty wiring in my house I have been contacting the council to fix it, ongoing for a few years now, where my bathroom light would turn off when my kitchen light switched on. We struggled for many years and now it's great to have working lights and energy-saving ones even better.
(Disabled resident)

Adrian Wordsworth
Partner, TB+A



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Resident feedback

There has been a lot of positive resident feedback on this project. In addition to the anticipated paybacks, there were many unexpected benefits and, whilst this was not the primary focus, it made sense to complete from a social impact and health & safety perspective:

- + Electricians helped to replace missing or broken socket covers to make the sockets safe
- + Attending to faulty wiring where the disabled resident had been waiting years to have the problem fixed

Next Steps

TB+A is supporting Light Fantastic 2, the next phase of this exciting scheme.

SUSTAINABILITY AT HEART THINK & DO – CAMDEN'S GREEN DRAGONS' DEN EVENT

As sponsors and hosts, we were delighted to welcome the pupils of seven Camden schools to our London office for Think & Do Camden's Green Dragons' Den event. Organised by Think & Do Camden, CCA and Camden Learning is part of CCA's School Climate Charter to empower schools to help Camden become a zero-carbon borough by 2030.

Pupils from each school pitched for funds to support their school projects to tackle climate change, as well as attending workshops and discussions on rewilding, air quality, recycling and sustainable development.

The panel of dragons included the Mayor of Camden, Cllr Nasim Ali OBE; Camden Deputy Youth MP, Hdayet Otaky; Camden Council's Cabinet Member for Best Start for Children and Families, Cllr Marcus Boyland, as well as representatives from TB+A and Think & Do Camden.

Neil Panton, Partner and fellow Dragon shared, "The pupils were all extremely enthusiastic and passionate about how their sustainable project would not only benefit themselves and their schools, but the wider local community and the environment as well. It was a pleasure and privilege to be part of the judging panel!"

CAMDEN PRIMARY SCHOOLS, SUSTAINABILITY SUPERHEROES PRESENTATION

Following on from the Dragons Den Event, we wanted to do more to encourage learning, understanding and educating children on the Built Environment. To do this, we developed and produced a learning concept in the form of a video presentation. The theme is tailored around 'Sustainability Superheroes', collaborating to bring buildings to life, including what we do as building services engineers and how we work within a bigger design team.

We have a long history of speaking at secondary schools, colleges and universities, however it is important for us to reach out to younger children to educate them on what we do and how they can get involved as they get older.

After engaging with teachers at three schools to understand the language and level we should pitch the presentation, we worked with our external marketing agency, Velo, to create a journey on how a team comes together to design and maintain buildings. Followed by implementing sustainability within the process and why it's important to be as sustainable as possible in both our professional and personal lives.

Finally, we highlighted various ways that the children can get involved in the construction industry as a profession. This includes focusing on STEAM subjects which are: Science, Technology, Engineering, Arts and Mathematics.

So far, representatives from our Future Leaders have presented to Hawley, Torriano, Kentish Town and Brecknock primary schools in Camden, with great feedback received from both the teachers and students. We have now identified a list of primary schools local to each of our UK offices, as well as local authority youth groups, to contact and present the presentation.

Chloe and Joe were fantastic ambassadors for Troup, Bywaters + Anders. They built an immediate rapport with the class with their engaging and inclusive presentation style. The children were keen to extend their understanding of sustainability, and to think about all the different roles involved in keeping a sustainable built environment. It was very powerful for the children to speak to professional role models and help them to start thinking about their own future career trajectories. Thank you for such an interesting opportunity.

Lucy Sahathevan
Hawley Primary School

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CAMDEN STEAM HUB

After the schools presentations, and on the back of the Dragons' Den event, we followed up with the Camden Change Alliance to find out more information on how we can keep the momentum going and engage with our local community.

The CCA are working with Camden Learning to create a STEAM Hub project which will serve to:

- + Educate teachers on the links between STEAM and sustainability
- + Help enhance opportunities for embedding STEAM into the curriculum
- + Build opportunities for students
- + Consider career pathways to jobs within the green sector and link to project work
- + Leave teachers feeling inspired to embed STEAM within the curriculum
- + Encourage the delivery of sustainability projects within the curriculum that encompass STEAM and/or School Climate Charter

There are six modules across the year. We volunteered as a player in the built environment to support one of the modules and spoke to the teachers about TB+A's role in sustainability, the sector, and how our people developed into their positions.

By connecting with these teachers and as part of the STEAM Hub Pledge, we will continue to deliver the Sustainability Superheroes presentation at more schools as STEAM Ambassadors.

ACHIEVING QUALITY & CONSISTENCY

Identifying and improving technical quality and consistency, bringing out best practice, streamlining processes and embedding our BIM capability.

We have consistently provided high quality building services advice and designs since 1958, centred around our whole-life approach.

The success of our business relies wholly on the quality and effectiveness of our people and processes. Our certified Integrated Management System, that incorporates Quality (ISO 9001), Occupational Health & Safety (ISO 45001) and the Environment (ISO 14001), provides a framework of processes and procedures to enable work to be undertaken efficiently and to consistently high standards.

The system provides the structure and guidance for our people to deliver a high-performing and consistent level of service, whilst improving the way we work and develop our teams. We regularly review all parts of our IMS ensuring continual improvement as the system evolves and as legislation changes.



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Our approach has resulted in:

- + Achieving Ecovadis 'Silver' status, recognising our excellence in CSR management of our policies, actions and results
- + Continued membership of multiple Safety Schemes in Procurement (SSIP), including ISO 45001, Constructionline, Achilles Network and Building Confidence certification. This demonstrates our health & safety compliance, capabilities, experience, training and resources in order to meet our clients' needs
- + A consistent, clear record of reportable incidents
- + Maintaining Achilles Building Confidence Level 5, providing us with the opportunity to connect with key industry partners by demonstrating our compliance and improvements against a leading standard of excellence
- + Our IMS that fully supports our BIM Level 2 work that meets all current British Standards
- + Offices nationwide with a consistent approach and attention to quality
- + Embracing practical Modern Methods of Construction to improve the quality and consistency of the building services installed



ACHIEVING QUALITY & CONSISTENCY

OUR QUALITY JOURNEY

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2018

Finalists in the 'Quality Organisation of the Year' category at the CQI International Quality Awards

Winner at the Commercial Construction Award for DAERA Headquarters, Belfast

Regional BCO Awards for Best Refurbished/Recycled Workplace – WINNER: Greenside, Edinburgh

2019

Transitioned from the OHSAS 18001 to ISO 45001:2018

Bricks Development UK Awards Education Category - WINNER: Royal College of Pathologists

New London Awards Education Category – WINNER: Royal College of Pathologists

Regional BCO Awards Fit out of Workplace category – WINNER: Cambridge and Corporate Workplace at Facebook Rathbone Square

2020

Housing Design Awards – WINNER: Brentford Lock West Phase 3

Regional BCO Awards Fit out of Workplace category – WINNER: McKinsey & Company, London

RICS Northern Ireland Social Impact Award Heritage Sector – WINNER: Hillsborough Castle and Gardens Visitor Facilities

RICS Northern Ireland Social Impact Award Project of the Year – WINNER: Hillsborough Castle and Gardens Visitor Facilities

2021

Launched our first ESG report

RIBA Awards – WINNER: Royal College of Pathologists

Maintained Achilles Building Confidence Gold

Maintained Avetta Green status

Maintained Constructionline Gold status

Maintained CyberEssentials Plus certification

2022

CQI's International Quality Awards 2022 – FINALIST: Sustainability Impact

Peter Anderson, Managing Partner, helped to launch World Quality Week 2022 with a webinar on 'Creating positive social impact'

Successfully disclosed through CDP

After becoming a finalist in the 'Sustainability Impact' Category at the International Quality Awards 2022, we were invited to share our sustainability journey via a case study which was shared in December 2022

Achieved Safecontractor certification

Maintained Achilles Building Confidence Gold

Maintained Avetta Green status

Maintained Constructionline Gold status

Maintained CyberEssentials Plus certification

Achieved Ecovadis 'Silver' 2022

2023

Continued improvement of processes underpinning our product

Awarded 'ESG Leader' and 'Safety Star' at Avetta's 2023 Supplier Awards

Maintained Achilles Building Confidence Gold and achieved Achilles Network Silver Plus rating

Maintained Avetta Green status

Maintained Constructionline Gold status

Maintained Safecontractor membership

Achieved Ecovadis 'Silver'

Updated CDP disclosure with results expected in Jan 2024

The Chartered Quality Institute (CQI) International Awards – FINALIST: Claire Bower, Head of IMS and ESG, Quality Professional of the Year

Peter Anderson, Managing Partner, was a judge for the CQI Sustainability Impact Awards looking at industry-wide initiatives being driven by business

Introduced first Technical Week

Introduced and developing digitalisation work stream

Produced a 'Supplier Code of Conduct' to confirm suppliers adhere to safety, environmental and ethical practices.

BCO London Region Awards 2023 – WINNER: Innovation, Convene at 22 Bishopsgate, City of London

BCO London Region Awards 2023 – WINNER: Corporate Workplace, Henrietta House, London

NEXT STEPS

2023

Targeting Ecovadis 'Gold'

2024

Full review of IMS to refresh processes and procedures

Maintain Ecovadis 'Gold'

Update CDP disclosure

Streamline supplier process in line with our Sustainability Scope 3 ambitions

Digitalisation work stream implementation

ACHIEVING QUALITY & CONSISTENCY SUPPLIER 'CODE OF CONDUCT'

In 2023, we produced a 'Supplier Code of Conduct' to respond to:

- + Increasing requests to comply with the same from our clients
- + A requirement under Ecovadis to have this in place for our own suppliers
- + CDP requirements to help explain what we are doing to engage, encourage, influence and educate our suppliers

The document refers to each of our policies, as we wanted the Code to focus on those topics that we are likely to be required to reflect in our supply chain. The Code includes an acknowledgement that the policies have been provided/are available, and will be complied with by our sub-consultants and suppliers.

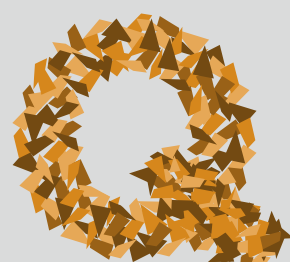
The 'Supplier Code of Conduct' references the UN Global Compact initiative, and is aligned to the UNGC 10 principles.

CDP

Each year, we report our GHG Emissions to the Carbon Disclosure programme to manage our environmental impact. As of next year, in addition to responding to the full questionnaire inclusive of Scope 1, 2 and 3 emissions data, there will be new questions to answer on biodiversity, requesting Board-level oversight, public commitments, the impact of the value chain, actions to progress the topic, indicators and related publications.

CQI AWARDS

In June 2023, we attended the CQI | The Chartered Quality Institute Quality Live Conference and Awards which brings together thought leaders and quality professionals for a day of learning, sharing and celebration. Claire Bower, Head of IMS and ESG, was a finalist in the 'Quality Professional of the Year' category. Claire was recognised for her key role in advancing our business' governance, assurance, improvement, leadership and context.



CQI | IRCA
**INTERNATIONAL
QUALITY
AWARDS
2022**

Comments received on Claire's
presentation from the CQI judges

Excellent presentation – very engaging and professional.

During the interview, you came across as strong and determined.

Your passion and pride in being part of the strategic direction of the business and changing/ growing the business came across strongly.

You clearly believe in what you do and have the ability to influence at the higher levels of business.

Effort put in to enable an affective use of the IMS, across the organisation, in support of the business strategy and ensuring consistency in service delivery.

Through the interview, Claire has demonstrated how well she breathes the TB+A purpose and values.

You have taken a business on a journey from a fledgling ISO 9001 system through to a mature IMS and are now following up with a clear goal of sustainability through external stakeholders.

Credit: Image provided as courtesy
of the Chartered Quality Institute
and copyright of Wilde Fry

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Governance is strong and the policies are regularly reviewed. People reported being able to get involved in reviewing policies and systems including some examples of people changing processes to improve ways of working. There is a comprehensive Integrated Management System and TB+A holds a number of ISO accreditation.

liP Platinum 2022 Report

ACHIEVING QUALITY & CONSISTENCY TECHNICAL WEEK

Our first Technical Week: the brainchild of our Future Leaders team, and complementary to our Mental Health Awareness Week in May and Sustainability Week in September, took place from 17th - 21st July 2023.

Themed around the topic of 'Safety' in line with the recent changes to the 'Building Safety Act', the week was full of activities, challenges, presentations and site visits to raise awareness and to develop the knowledge, skills and behaviours needed in an increasingly regulated industry and to support our teams when working in High-Risk Buildings (HRBs).

Throughout the week, we raised money for In2Science, a charity whose mission is to transform the lives of young people from disadvantaged backgrounds and help them to achieve their potential through enriching opportunities that give them insights into STEAM careers. We smashed our target of £500, hitting £1,035 before the week was up.

A variety of site visits were organised, an idea that was originally suggested at the future leaders 2022 cohort meetings. Projects included:

- + Deutsche Bank
- + Croydon Hospital
- + University of Manchester
- + Luton & Dunstable

The week had representation and support from Centre of Excellences, Future Leaders and wider, including:

CIBSE Approach with Vince Arnold

Vince examined competence, what it means and how it will need to be increased, how behaviours and our ways of thinking have to change, the introduction of a 'Golden Thread' and the importance of collaboration and the role of the new Building Safety Regulator (formed from the HSE).

Risk Management & Contracts with G&A

Kevin Swainson, Partner & Group Director, and Shaun Hogg, Associate Director, looked at Professional Indemnity Insurance and how it works. They delved deeper into the insurance market cycle and discussed the ways our engineers can prioritise risk awareness through their work.

Whole-life offering with James Campbell

James provided an overview of our 'whole-life' offering and discussed the role that it plays in delivering our purpose.

Engagement

Business units were encouraged to get involved in the activities and challenges introduced. Whether it be signing up to the onHand volunteering app and completing a mission or testing their IT knowledge with a phishing quiz, there was something for everyone.

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Our future leaders 2022 cohort were instrumental in helping with the smooth running of the week. They also delivered talks on common dilemmas within the business, including:

Retrofit vs new replacement light fittings with Max Gibbens

Max, an Engineer in our Sustainability team, gave us a brief look into the carbon cost of LED replacement vs refurbishment with supporting data and an evaluation of the sustainability impacts of each.

Heat pumps vs gas boilers with John Jones

John is a Graduate Engineer in the Strategic Facilities Management team. For Technical Week, he provided an overview of the benefits of heat pumps such as properties, cost, practicalities, maintenance, sustainability and the pros and cons of the different systems in a design setting.

UPS battery type comparisons with Charlie Bagnall

Charlie, a Graduate Engineer in our Commercial team, gave an examination and comparison of two common battery types (VRLA & Li-Ion), including important design considerations.

Bid or no bid process with Louis Stanley

Louis, our Bid Coordinator, provided an analysis of the bid or no bid process, its importance within the bidding journey and a guide into how it can be implemented correctly to maximise efficiency when qualifying opportunities.

The Fire Safety Roadshow

The Fire Safety Roadshow saw Mark Bateman, Partner and Mary Harding, L&D Coordinator, deliver presentations and a workshop in Edinburgh, Belfast, Manchester, Cardiff and London. The first presentation gave an overview of the Building Safety Act and the new regulatory regime on HRBs, with anticipated timescales, to ensure all our people know what to expect when further legislation comes in. As it will become appropriate to demonstrate competence, the workshop focused on what success looks like in the tasks we do, what knowledge, skills or behaviours are needed for those tasks, and the ways we can develop these. The second technical presentation delved into our role in fire safety design, and allowed for coherence and clarity around our responsibilities with this.

ACHIEVING QUALITY & CONSISTENCY

ROKU – LIFT SHAFT AND GOODS LIFT INSTALLATION

TB+A was appointed by Roku c/o JLL to undertake a feasibility study for the installation of a new lift shaft and Goods lift within an existing new building which the client was due to occupy. The new Goods lift was specifically being installed to move large equipment around the property that the existing lift installation couldn't handle due to the size.

Working in partnership with the client's structural engineer and JLL consultancy team, TB+A undertook a site survey of the property and produced a detailed feasibility study. The report concluded that it would be possible to install a new lift shaft and Goods lift.

Following the initial appointment and feasibility study, TB+A were asked to produce a Performance Specification for the new Goods lift, tender the works and then oversee the installation alongside the Principal Contractor. The lift was successfully designed to be capable of handling the client's large equipment.

A negotiated tender process was conducted by our Vertical Transportation (VT) consultancy team to confirm competitive market rates were achieved for the client and then a subsequent tender analysis report was issued to the client for approval.

Following the contract award, our VT team continually attended the design meetings during the project, then conducted periodic site surveys and meetings throughout to confirm that the lift installation was compliant with the Performance Specification and keep all parties up to date with progress.

We specified and installed a gearless electric traction machine room less (MRL) lift which is the most energy efficient on the market. Once the lift was installed and commissioned, TB+A completed a performance test of the lift installation and conducted a full documentation review.

A snagging list was issued to the contractor for completion following the performance test. This documentation was regularly reviewed until the issues raised had been completed.

The VT team is also providing support during the 12 months defects liability period following Practical Completion in case the client requires any assistance.

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VALUE
Approx £200,000

AREA
120,000sq.ft

CLIENT
Roku

CONTRACTOR
Otis

PROJECT MANAGER
Parkeray

ARCHITECT
HLW

CONSULTANCY TEAM
Jones Lang LaSalle
Troup Bywaters + Anders

STRUCTURAL ENGINEER
Heyne Tillett Steel

OFFICE
London

COMPLETION
2022

SERVICES PROVIDED
Feasibility Study
Lift Consultancy
Technical Advisory Service
Project Management

TESTIMONIAL
TB+A provided an efficient and complete service to manage the installation of a goods lift, right from vetting suppliers to monitoring the installation on site. It was apparent from the onset that TB+A was a responsible and competent partner for this project and will have no reservations in recommending to clients in the future.

Vikram Hegde
Jones Lang LaSalle, London

ACHIEVING QUALITY & CONSISTENCY CONVENE – 22 BISHOPSGATE

TB+A has been working with Convene since 2018 to support their business expansion into the UK and Europe.

Our role on this project was to support Convene to find a suitable location to start its UK business, with one of London's most popular commercial addresses, 22 Bishopsgate, being one of the candidate buildings.

Convene took two floors of the building to provide a high-end meeting, events and conferencing facility to provide a destination for both internal tenants of 22BG and external visitors.

Due to the kitchen, conferencing and meeting room MEP requirements, a lot of planning was required with the landlord to ensure correct levels for fresh air and cooling were achieved as well as agreeing the kitchen ventilation strategy. Planning was required to provide new louvers for the ventilation plant for the forum and the kitchen. This required close liaison with the City of London and the environmental health agency as the original building planning permission didn't allow for kitchen extracts below level 7.

Convene spans over 50,000sq.ft. across levels 3 and 4, consisting of state-of-the-art event spaces. These include meeting and conference rooms, elevated commons and a large auditorium-style space. The inherent design is to provide a flexible space that can be modified to accommodate the needs of Convene's numerous clients.

The project was designed in REVIT using BIM 360, with the client team in America hosting and managing the model. One significant challenge for our team was the generation of the base model as the base build delivery to Cat A was still being constructed. As such, we had to develop the 'as installed' model based on information we could gather from the supply chain and base build designers.

Convene's approach is very design-focused. A lot of attention and focus was placed on the design phase to minimise future design changes. As such, there was a lot of time spent on the coordination of the high-level services, specifically in the large exposed services areas in the elevated commons and bar areas.

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VALUE
Confidential

AREA
50,000sq.ft

CLIENT
Convene

CONTRACTOR
Overbury

PROJECT MANAGER
Gardiner & Theobald

ARCHITECT
Woods Bagot

QUANTITY SURVEYOR
Gardiner & Theobald

OFFICE
London

COMPLETION
2022

SERVICES PROVIDED
Engineering services design

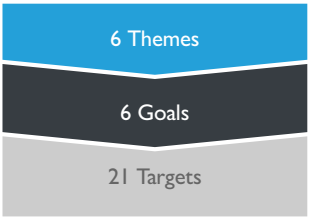
AWARDS
Winner BCO London Awards 2023
Regional Winner – Innovation



PROGRESS AGAINST KEY TARGETS

SUSTAINABILITY STRATEGY & ACTION PLAN

Our five-year Sustainability Strategy Action Plan (SSAP) was issued in 2019 and set targets under six themes which have been significantly achieved in our internal operations through action on efficiency, choice of premises, renewables, supply chain procurement, minimisation of waste, robust recycling schemes and our knowledge based activities. Mary Harding has joined us as Learning & Development Coordinator to address the training and knowledge sharing-related targets through next year. We have positively encouraged involvement in our respective industry bodies, conferences and events to share our journey and lessons learnt with wider society.



| Theme | Areas of Focus | Actions (as of August 2023) | | |
|---|---|-----------------------------|-----------|-----------------|
| | | In progress | Completed | To be completed |
| Energy and carbon performance | Energy efficiency (including in services) | 52% | 35% | 13% |
| | Renewable energy | | | |
| | Climate change adaptation | | | |
| | Carbon footprint reduction | | | |
| | Energy performance | | | |
| Promote circular thinking | Circularity | 32% | 57% | 11% |
| | Whole-life resource efficiency | | | |
| | Waste management | | | |
| | Material use | | | |
| | Sustainable purchasing | | | |
| Leading on skills and diversity | Apprenticeship programme | 5% | 80% | 15% |
| | Employee engagement on sustainability | | | |
| | Diversity and equal opportunities | | | |
| | Sustainability skills and training | | | |
| Encouraging health & wellbeing | Well-being in the workplace | 19% | 62% | 19% |
| | Health and safety | | | |
| | Designs promoting health and well-being | | | |
| | Training and health and well-being | | | |
| Community Investment | Employee volunteering | 0% | 87% | 13% |
| | Supporting sustainability causes | | | |
| | Creative positive social outcomes | | | |
| | Charity donations | | | |
| Innovation and leadership in sustainability | Sustainability research & development and innovation | 4% | 96% | 0% |
| | External visibility of TB+A's sustainability achievements | | | |
| | Internal visibility of TB+A's sustainability achievements | | | |
| | Advocating sustainability | | | |
| | Promoting an Internal sustainability culture | | | |
| | Transparent sustainability reporting | | | |
| Overall SSAP progress | | 19% | 70% | 11% |

KEY PERFORMANCE INDICATORS

Career Management and Training

| INDICATOR | UNIT | Baseline 2018 | 2020 | 2021 | 2022 |
|------------------------------------|-----------------------|---------------|--------|--------|-------|
| Apprentices trained | Number of apprentices | 39 | 52 | 56 | 53 |
| Apprentice retention rate | % of apprentices | 84.4% | 93% | 83.3% | 85% |
| Employee training | Number of hours | 10,113 | 10,501 | 11,582 | 8,749 |
| CPD training (centrally organised) | Number of hours | 58 | 25 | 55 | 58 |
| Personal development reviews | % of total employees | 53% | 60% | 60% | 62% |

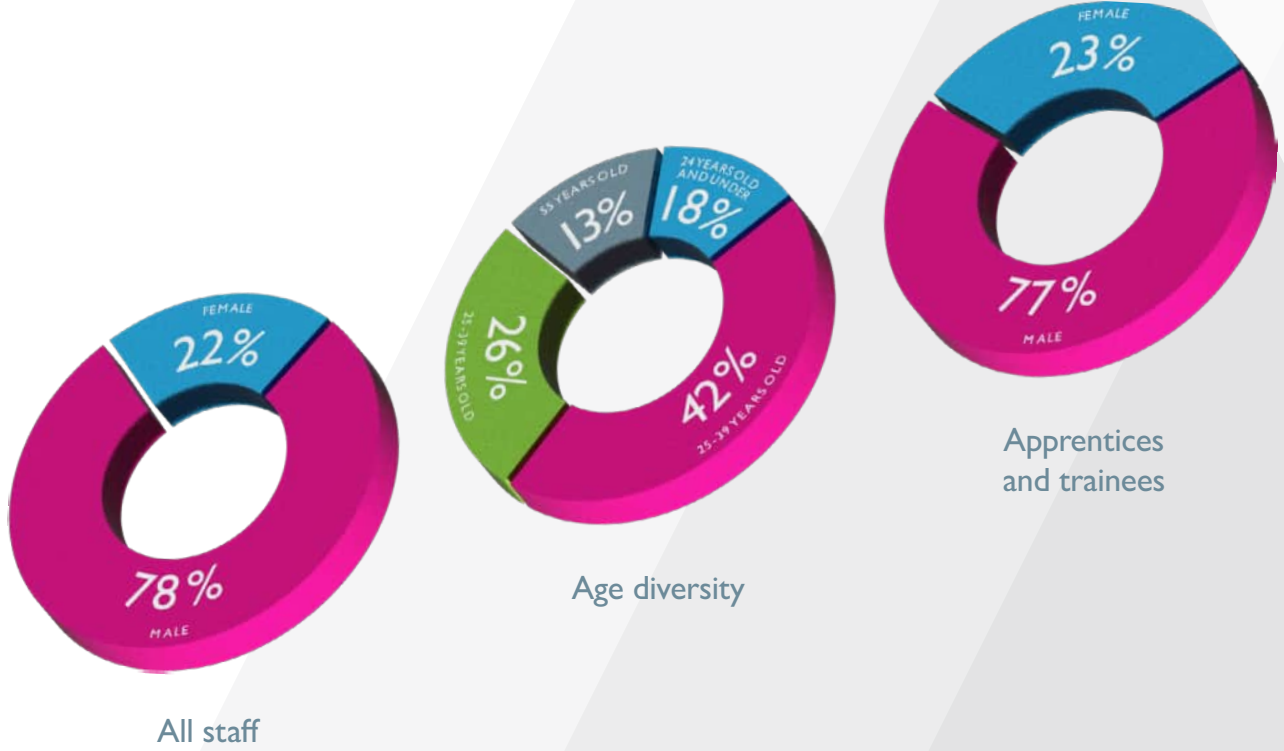
Employee diversity

| GENDER DIVERSITY | UNIT | Baseline 2018 | | 2020 | | 2021 | | 2022 | |
|--------------------------|------|---------------|------|--------|------|--------|------|--------|------|
| | | Female | Male | Female | Male | Female | Male | Female | Male |
| Overall staff | % | 19 | 81 | 21 | 79 | 22 | 78 | 22 | 78 |
| Total engineering staff | % | 13 | 87 | 15 | 85 | 15 | 85 | 14 | 86 |
| Management roles | % | 6 | 94 | 7 | 93 | 9.5 | 90.5 | 10 | 90 |
| Apprentices and trainees | % | 24 | 76 | 32 | 68 | 28 | 72 | 23 | 77 |

| ETHNIC MINORITIES | UNIT | Baseline 2018 | 2020 | 2021 | 2022 |
|--------------------------|------|---------------|------|------|------|
| Overall staff | % | 19 | 21 | 19.5 | 23 |
| Total engineering staff | % | 20 | 21 | 19 | 21 |
| Management roles | % | 7 | 8 | 6.5 | 6 |
| Apprentices and trainees | % | 16 | 18 | 20 | 23 |

| AGE DIVERSITY | UNIT | Baseline 2018 | 2020 | 2021 | 2022 |
|------------------------|------|---------------|------|------|------|
| 24 years old and under | % | 23.8 | 19.8 | 13.9 | 18 |
| 25 – 39 years old | % | 36.8 | 41.2 | 44.6 | 42 |
| 40 – 54 years old | % | 18.9 | 25.5 | 27.3 | 26 |
| 55 years old + | % | 20.5 | 13.5 | 14.2 | 13 |

2022



KEY PERFORMANCE INDICATORS continued

Employee Health & Safety

| INDICATOR | UNIT | Baseline 2018 | 2020 | 2021 | 2022 |
|-------------------------------------|--------------|---------------|------|------|------|
| Number of RIDDOR reported incidents | Total number | 0 | 0 | 0 | 0 |

Community investment and volunteering

| INDICATOR | UNIT | Baseline 2018 | 2020 | 2021 | 2022 |
|---|----------------|---------------|--------|------------|--------------------------|
| Total value directly donated to charities | £ | £19,648 | £8,089 | £16,678.87 | £51,052 |
| Value of community projects | £ | £33,181 | £1,763 | £1,700 | £18,295 |
| Total recorded volunteering hours | Employee hours | 338 | 36 | 83 | 233 (OnHand and Company) |

Bribery and anti-corruption

| INDICATOR | UNIT | Baseline 2018 | 2020 | 2021 | 2022 |
|---|--------------|---------------|------|------|------|
| Number of Anti-Bribery or Corruption reported incidents | Total number | 0 | 0 | 0 | 0 |

Whistleblowing

| INDICATOR | UNIT | Baseline 2018 | 2020 | 2021 | 2022 |
|---|--------------|---------------|------|------|------|
| Number of Whistleblowing reported incidents | Total number | 0 | 0 | 0 | 0 |

IT security breaches

| INDICATOR | UNIT | Baseline 2018 | 2020 | 2021 | 2022 |
|--|--------------|---------------|------|------|------|
| Number of Security breach reported incidents (a malicious actor made an unauthorised successful login to any users account or any TB+A system, even if no material damage was caused.) | Total number | 0 | 0 | 1 | 0 |



KEY PERFORMANCE INDICATORS continued

Our GHG Footprint Emissions data is calculated by a third party using GHG Protocols that align with ISO 14064

Energy and carbon

| SCOPE 1 AND 2 | ENERGY (MWh) | | | |
|--|---------------|------------|------------|------------|
| | Baseline 2018 | 2020 | 2021 | 2022 |
| Gas and burning oil consumption | 114 | 130 | 126 | 109 |
| Company cars | 102 | 102 | 103 | 149 |
| Electricity consumption (market-based) | 221 | 192 | 162 | 150 |
| Total renewable energy consumption (based on energy suppliers) | No figure | - | 124 | 120 |
| Total energy consumption | 439 | 425 | 391 | 409 |

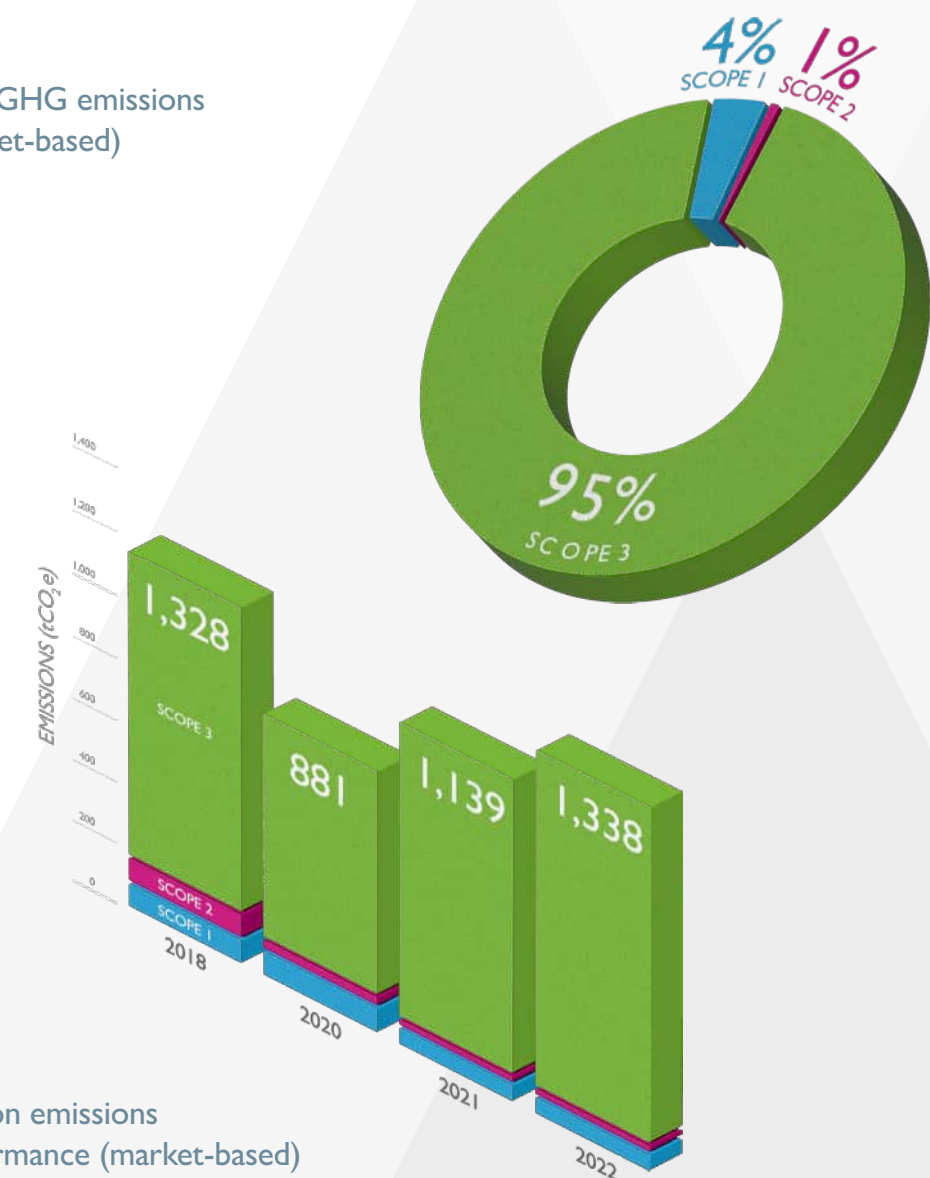
| SCOPE 1 AND 2 | EMISSIONS (tCO ₂ e) | | | |
|---|--------------------------------|------------|-------------|-------------|
| | Baseline 2018 | 2020 | 2021 | 2022 |
| Gas and burning oil consumption | 32 | 24 | 23 | 20 |
| Company cars | 42 | 25 | 24 | 34 |
| Electricity consumption (market-based) | 73 | 16 | 12 | 11 |
| Total Scope 1 and 2 (market-based) | 146 | 65 | 59 | 65 |
| SCOPE 3 | Baseline 2018 | 2020 | 2021 | 2022 |
| Category 1: Purchased goods & services | 670 | 450 | 629 | 697 |
| Category 2: Capital goods | 139 | 150 | 136 | 67 |
| Category 3: Fuel and energy-related activities (market-based) | 31 | 12 | 10 | 14 |
| Category 5: Waste | 10 | 7 | 8 | 5 |
| Category 6: Business travel | 269 | 145 | 159 | 304 |
| Category 7: Employee commuting | 63 | 33 | 138 | 185 |
| Total Scope 3 (market-based) | 1,183 | 817 | 1080 | 1272 |
| TOTAL | Baseline 2018 | 2020 | 2021 | 2022 |
| Total Scope 1, 2 and 3 (market-based) | 1,328 | 881 | 1139 | 1338 |

TB+A does not consume more than 40,000 kWh of energy in a reporting period, therefore we qualify as a low energy user and are exempt from reporting under the SECR regulations.

| SECTION | YOY % CHANGE IN EMISSIONS AGAINST 2018 BASELINE | | | |
|--------------------|---|-------|-------|-------|
| | 2019 | 2020 | 2021 | 2022 |
| Total market-based | 10.5% | 33.7% | 14.3% | 0.60% |

| SECTION | COMPANY GROWTH | | | |
|---------------------------------------|----------------|-------|-------|-------|
| | Baseline 2018 | 2020 | 2021 | 2022 |
| No. of people | 188 | 241 | 253 | 277 |
| Average tCO ₂ e per person | 7.06% | 3.65% | 4.50% | 4.83% |

2022 GHG emissions (market-based)



Carbon emissions performance (market-based)