



Sustainability

Environmental Management and Social Impact Report 2022–2023

BDP.



Across the 2022–23 financial year (FY), BDP has demonstrated its commitment to sustainability and highlighted the importance of being an environmentally and socially conscious business.

Reaffirming our pledge to address climate change, we are pleased to have received official validation of our science-based targets, and look forward to the challenges and opportunities this presents along the route to our 2030 goal. We are also proud to have internally launched the BDP Social Value Strategy, outlining our vision and objectives across four key themes; Our People, Our Business, Our Projects and Our Communities.

This year has seen the full implementation of our hybrid working policy for the UK&I, with a subsequent increased and more intensive use of our studios. This is reflected in the overall rise in our studio consumption metrics relative to the FY 2021–22. We have, however, seen a continued reduction when comparing to data pre-covid and against our science-based target baseline (FY 2019–20). Going forward, we intend to use our science-based target year as our new baseline, whilst also assessing the impact of the new hybrid working policy implementation.

The studio consumption data is reported in this Environmental Management and Social Impact Report, alongside additional metrics, our objectives, and plans for the future. Looking ahead, the FY 2023–24 will bring the recertification and extended scope for ISO 50001, and the progression of our carbon neutrality, net zero and social impact objectives, as we strive to make positive environmental and social impacts across our business.



Lucy Townsend
Head of Sustainability



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Environmental Management and Social Impact Report 2022–2023

1 BDP Highlights

We are focused on implementing measures that result in continual performance improvement. Below sets out our key achievements for the FY 2022–23.

- Received official validation of our science-based targets:
 - BDP commits to reduce absolute scope 1 and 2 GHG emissions 46.2% by FY 2030 from a FY 2020 base year.
 - BDP commits to increase active annual sourcing of renewable electricity to 100% by FY 2026, and continue annually sourcing 100% renewable electricity through FY 2030.
 - BDP commits to reduce absolute scope 3 GHG emissions 46.2% by FY 2030 from a FY 2020 base year.
- ISO 14001 and 50001 successfully maintained for another year demonstrating compliance with the Energy Savings Opportunity Scheme (ESOS). Underwent recertification for ISO 14001 in January and February 2023 as part of the 3-year certification cycle.
- A decrease in gas, electricity, water and waste studio consumption compared to our baseline year (2019–20).

- In Summer 2023 we launched our internal BDP Social Value Strategy. The strategy outlines our vision and objectives across four strategic themes: Our People, Our Business, Our Projects, and Our Communities.
- Moved our Toronto studio in September 2022 to a new two-level, 40,000 square foot studio located within the new downtown Toronto office development The Well. Incorporating sustainable design features including a deep water lake district energy system, this LEED Platinum and WELL pre-certified Platinum space will provide new and efficient office space for our largest international studio.

The BDP hybrid working policy came into full effect for our UK&I studios in August 2022. Staff now spend the majority of their week in the studios, a minimum of three days, with the option to request up to two days working from home each week. We have since seen an increased and more intensive use of our studios. This results in the previous FY 2021–22 not being directly comparable. In next year’s report, we will be able to compare against the previous year with the same policy and working pattern. We will also be able to continue to compare against our science-based target baseline year of 2019–20.

Memberships:

- UK Green Buildings Council.
- UK Green Buildings Council’s Climate Commitment.
- Architects Declare.
- Engineers Declare.
- RIBA 2030 Climate Challenge.
- Passivhaus Trust, the UK Passive House Organisation (and by affiliation, the iPHA International Passive House Association).
- US Green Buildings Council.
- Society for the Environment.
- Association for Environment Conscious Building.
- Canada Green Building Council.
- Passive House Canada.

Industry Engagement, Collaboration and Partnerships:

- Academy of Urbanism, Sustainable Cities Taskforce.
- UK Net Zero Carbon Buildings Standard Call for Evidence.
- UK Green Buildings Council Embodied Carbon Task Group.
- UK Green Buildings Council scope 3 Reporting Task Group.
- NLA Net Zero Expert Panel Member.
- Sustainable Buildings Canada.
- London Energy Transformation Initiative (LETI).
- Whole Life Decarbonisation Design Partner Framework with Laing O’Rourke.
- City of London Skills for a Sustainable Skyline Taskforce.
- BUS Methodology.
- Global Bird Rescue.



Environmental Management and Social Impact Report 2022–2023

2 Introduction

BDP is a continuous collective of architects, engineers, designers and urbanists. We are place makers who work at every stage of the design process from visioning to briefing to design, delivery and operation. We respond to the demands of our dynamic and ever-changing planet with cross-discipline design thinking that spans all of life's activities, protects the environment and enhances social value.

Harnessing our collective ethos, the spirit of BDP is about making places for people. Our structure and governance as a global network of federated city studios creates design hubs that are connected to the cities, regions and communities they serve.

To "Be Sustainable" is enshrined as one of six key themes in BDP's Group Strategy, set out by the Chief Executive and approved at board level. We pride ourselves on our approach to sustainable design that responds to the climate emergency, whilst delivering spaces that enrich those who experience them and the communities around them. Designing inclusive, responsible and resilient places for people has been part of our ethos since the inception of the practice in 1961.

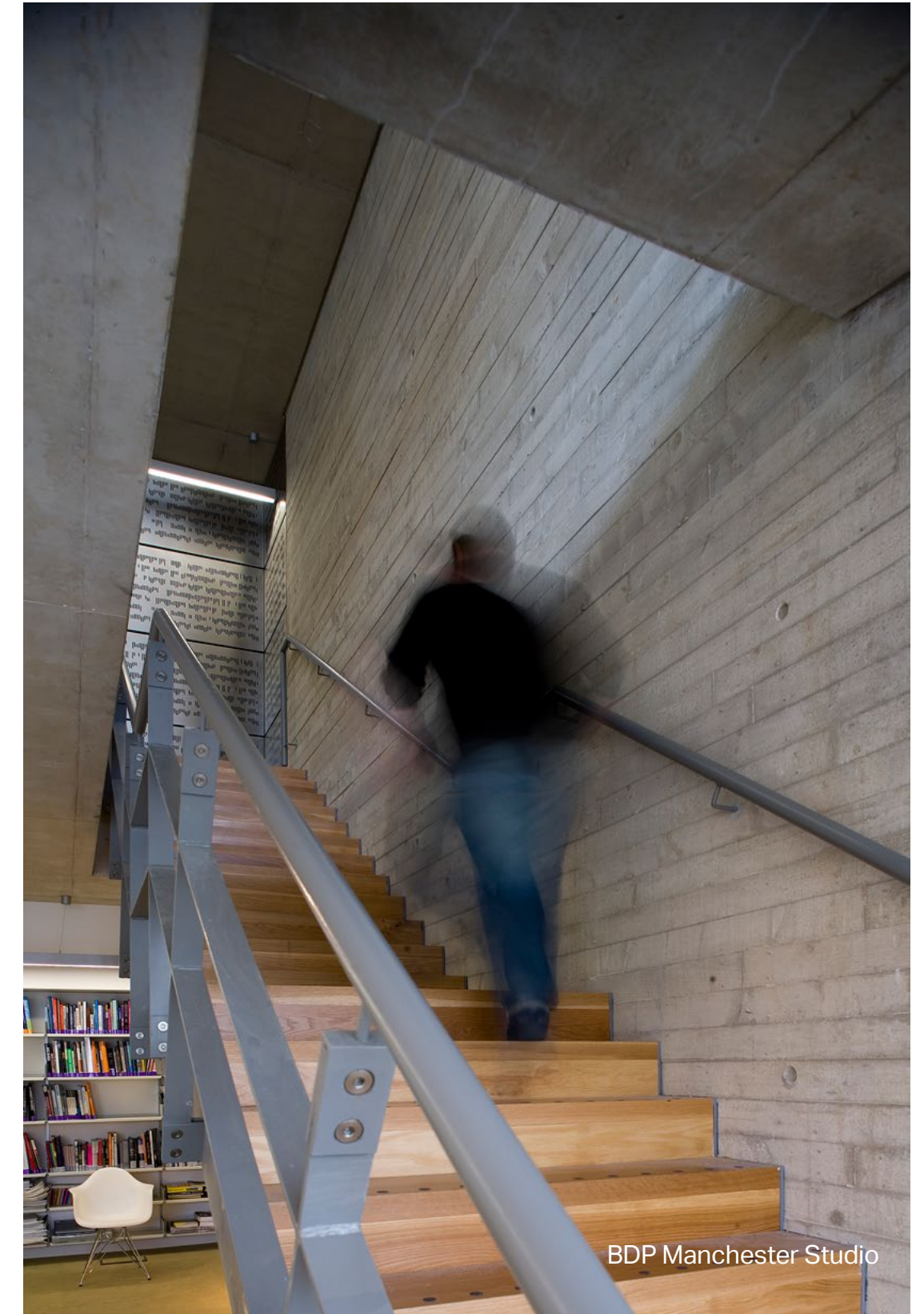
One of our core commitments is to continue to be a responsible business which positively contributes to both the environment and social causes. True placemaking must be socially as well as technically successful. To achieve this, Social Value must be embedded in our practice and be at the heart of every step of the design process. Following the launch of our Social Value Strategy in the summer, we are focusing on improving our data to be able to understand our overall impact and to continuously improve our

actions and our reporting on these. To show our commitment to reducing our negative impact and achieving positive outcomes for both the environment and society, we are reporting on our social impact together with our environmental.

We produce this report to communicate the impacts of our business activities to all our stakeholders. This encompasses studio electricity and gas consumption, water use, waste and business travel, alongside our targets and objectives for the future. We also communicate the processes in place to manage our environmental impact, with information on our ISO 14001:2015 certification which we have held since 2011 (UK&I only), our ISO 50001:2018 certification which was secured in 2016 (UK&I only), and our recently validated science-based targets (global).

This report marks our tenth year of public reporting and covers the financial year from July 2022 to June 2023 inclusive.

Data is presented separately in some areas of the report for our UK&I studios and our international studios. Over the years, we have predominantly measured and reported detailed performance data for our larger UK&I studios in line with our ISO 14001 and ISO 50001 certification and reporting requirements. However, we have expanded our studio consumption monitoring across our international studios wherever possible and ensuring accuracy of this data is increasingly important due to the global commitments and disclosure requirements covered by our science-based targets. There continues to be some challenges in collecting accurate data where we have small, shared offices and we are committed to ensuring this improves. Where data is reported separately, we have stated whether it relates to UK&I only, international only or global.



BDP Manchester Studio



Environmental Management and Social Impact Report 2022–2023

3 Our Studios

BDP.

BDP London Studio

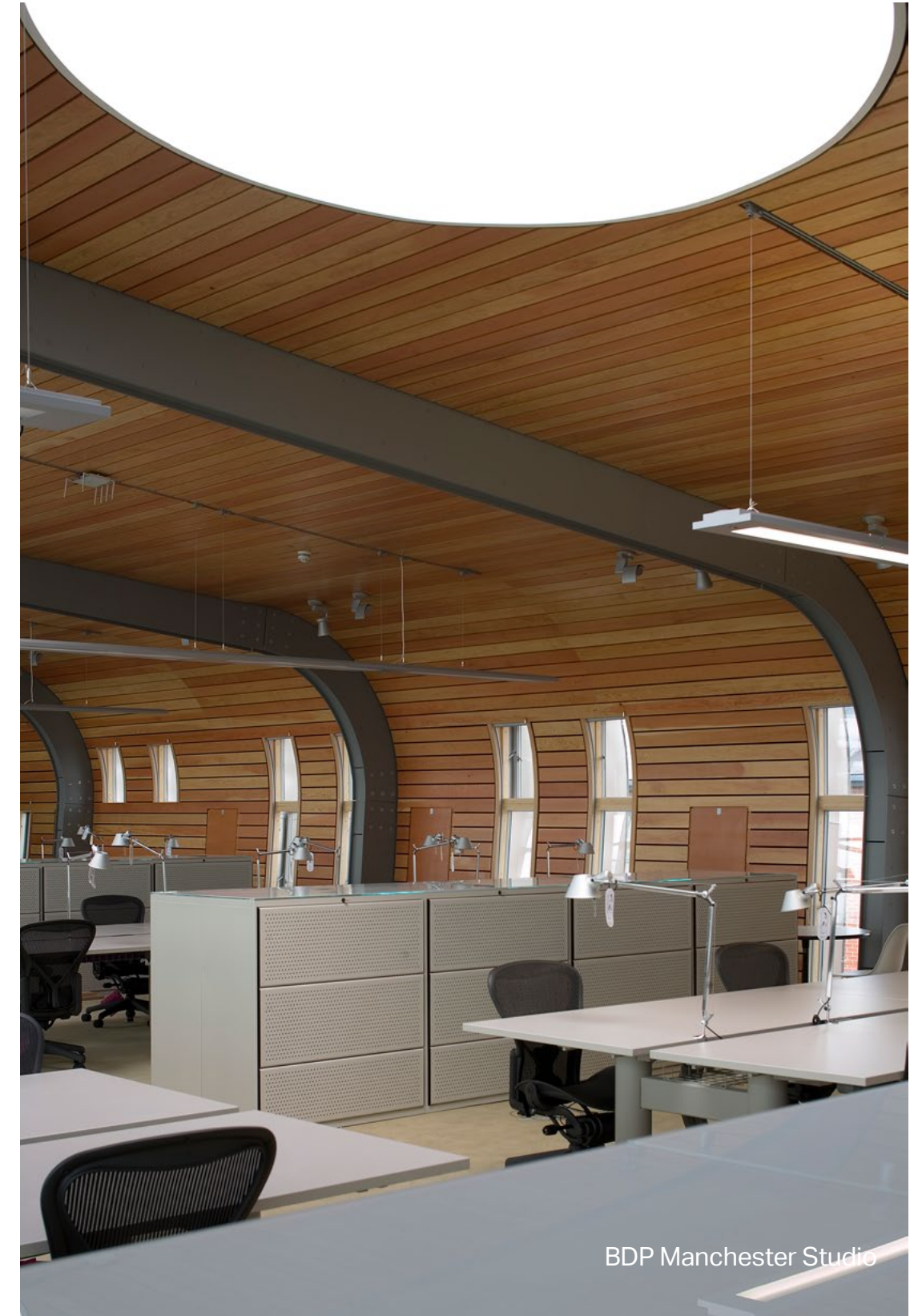
We now have 19 studios, comprising 10 in the UK and 9 internationally. We currently measure and report detailed performance data for our larger UK&I studios which are certified against ISO 14001 and ISO 50001. Our smaller satellite studios in the UK are not presently included in our monitoring as they are outside of our ISO 14001 and 50001 scope. However, in the next financial year we will be extending the scope of our ISO 50001 certification to our Cardiff, Leeds, Liverpool and Edinburgh studios as part of our May 2024 recertification. This expansion will ensure we have detailed monitoring for all of our 11 UK&I studios.

Our science-based targets encompass both our UK and international studios. We previously extended our studio consumption monitoring across our Shanghai, New Delhi, Abu Dhabi, Rotterdam, and Singapore studios which we have continued this financial year. These studios do not utilise gas connections hence we focus predominantly on obtaining electricity data for scope 2 reporting. Any data which is unavailable due to difficulties with shared office spaces and landlord control are estimated by way of an average value per floor area calculated from our other studios performance. Additionally, we have plans to extend this monitoring to include our newer Lima and New York studios. While these two studios are outside of our science-based targets we are keen to understand the studio consumption for our own internal processes.

We also monitor our Toronto studio, known as BDP Quadrangle, which is included in our global science-based target. In September 2022 the studio moved location to a new mixed use commercial building in the downtown design district in Toronto. The new studio is located across floors 20 and 21 in the certified LEED and pre-certified WELL Platinum building. The new building extends an existing deep lake water cooling and hot water distribution network by way of a new energy storage facility, providing the building and the wider local area with a low-carbon cooling and heating option.

The current scope of international studio consumption monitoring, with the currently available data, can be found in section 7.

Each studio strives for continual improvement through the implementation of environmental improvements which can focus on all aspects of the environment including carbon, energy, transport, waste, water, and biodiversity. These initiatives are recorded for our UK&I studios in each studios Environmental Management Plan, reviewed biannually as part of our ISO compliance for our environmental and energy management systems.



BDP Manchester Studio

Birmingham

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

During the past year, the studio has implemented the following environmental initiatives:

- Introduction of glass recycling.
- Implementation of new recyclable waste measuring system to improve accuracy of data.
- Introduced new system of return of consumables packaging to provider for reuse.

Bristol

Our Bristol studio, built in 1964, is situated on Hill Street in the heart of this historic city. The studio space is located on the 2nd floor and part of the ground floor of the building. This year we are looking to reduce gas consumption and develop proposals for an environmentally conscious solution.

During the past year, the studio has implemented the following environmental initiatives:

- Replaced existing coffee supplier with a low-waste local supplier.
- LED lighting replacement on all fixtures.
- Reduced number of plotters from 2 to 1.
- Reduced number of photocopiers from 2 to 1.

Cardiff

Our shared space studio is located in the vibrant creative quarter of Cardiff. This studio will be included within our ISO 50001 certification and detailed monitoring within the next year following a recertification and extended scope audit in FY 2023–24.

Dublin

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

During the past year, the studio has implemented the following environmental initiatives:

- Installed Papercut software on printers to reduce paper, ink, and energy wastage.
- Introduced compost recycling in the studio.

Edinburgh

Our Edinburgh studio is home to BDP Pattern, the sports and entertainment division of BDP. This studio will be included within our ISO 50001 certification and detailed monitoring within the next year following a recertification and extended scope audit in FY 2023–24.

Glasgow

Our Glasgow studio is situated in the heart of the city's main shopping area, Buchanan Street. BDP currently occupies the 2nd and 3rd floors of the building, and is looking to develop proposals to reduce gas consumption over the next financial year.

During the past year, the studio has implemented the following environmental initiatives:

- Switched studio supplier to Lyreco who deliver from local warehouses in an all electric fleet.
- Consolidation of ordering practices for all consumables to reduce deliveries.
- Reduced number of printers from 2 to 1 and copiers from 3 to 1 in the studio.
- Implemented lighting reduction initiatives.

Leeds

Our Leeds studio is a shared office space in Bruntwood's building 'Platform' adjacent to the train station. This studio will be included within our ISO 50001 certification and detailed monitoring within the next year following a recertification and extended scope audit in FY 2023–24.

Liverpool

Our Liverpool studio is a shared office space, set on the historic Pier Head and adjacent to the world famous Three Graces. This studio will be included within our ISO 50001 certification and detailed monitoring within the next year following a recertification and extended scope audit in FY 2023–24.

London

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

During the past year, the studio has implemented the following environmental initiatives:

- Increased the cycle facilities for Brompton bikes.
- Reduced number of printers in the studio from 9 to 7.
- Switched to recycled paper in copier machines on all floors.
- Reduced plastic in products sold or provided by the café.
- Abolished plastic wrapped washroom supplies.
- Replaced print room lighting with LED's saving 673kWh per annum.
- Increased server room set points to reduce energy used in cooling the servers.

Manchester

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

During the past year, the studio has implemented the following environmental initiatives:

- Introduced new lighting controls to reduce electricity consumption.
- Reduced the number of printers in the studio from 6 to 2.
- Developed initiative to encourage electronic document sending instead of physical copies wherever possible.

Sheffield

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

During the past year, the studio has implemented the following environmental initiatives:

- Replacement of energy efficient bulbs in desk lights.
- Installation of tap limiters in bathrooms.
- Increased replacement laptop parts instead of buying new.
- Installation of a combined plotter/scanner to reduce energy use, paper and ink waste.
- Reduced storage space at Stalybridge and recycling of spare infrastructure.
- Amendment of food supply deliveries to reduce food wastage.

Abu Dhabi

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

The complex, developed by Capital Group, is considered an architectural masterpiece, winning the GCC Tower of the Year award during Construction Week in 2010.

New Delhi

Our New Delhi studio was officially established in 2010 after working in the region since the early 2000s.

The studio is located in Nehru Place, part of a 16 floor commercial building complex with environmental certification.

Rotterdam

Our Rotterdam studio is located in the central district of the harbour city and is the base for our projects in mainland Europe. The studio is situated on the sixth floor of the listed Groot Handelsgebouw, an icon of post war reconstruction, designed by Dutch architects Van Tijen and Maaskant, and the largest multi-tenant office building in The Netherlands.

The building also achieves BREEAM-NL In-Use 'Very Good' and energylabel 'A'. The BDP Rotterdam studio is shared with the Dutch branch office of Nippon Koei (Nippon Koei Energy Europe).

Shanghai

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

Singapore

Our Singapore studio is collocated with our colleagues Nippon Koei to support projects throughout South East Asia. The studio space is located in Asia Square Tower 2, a 43 story office tower with retail podium in downtown Singapore city centre.

The Asia Square development achieved both LEED Platinum certification and the Green Mark Platinum Award, incorporating one of Singapore's largest PV panel installations and the first to use bio-diesel generation plant in a commercial development in the city centre.

Lima

Our Lima studio is in office 1601 of the 17 story Link Tower, built in 2010. It is located in the commercial area in the Santiago de Surco district of Lima and the building itself achieves LEED Existing Building Operations and Maintenance A+ certification, with the energy assessment aligning with the Energy Star standard.

The office is shared with Nippon Koei LAC, and features open green terraces and green walls. A focus is placed on recycling and use of non-toxic products within the building.

New York

Our New York studio is located within the Financial District at 101 Greenwich, a repositioned Class A office building. Our studio has beautiful views of lower Manhattan and Trinity Church.

The building is rated LEED Silver, Wired Score Platinum and won the Renovated Building Of The Year at the 2021 Pinnacle Awards. It is known for the abundant natural light and high ceilings and features bike storage on site.

Toronto

Our Toronto studio is home to BDP Quadrangle, who have been one of Canada's leading interdisciplinary architecture, design and urbanism studios since 1986. The Toronto studio is our North American headquarters, and the new studio is located at 8 Spadina Avenue, a mixed-use commercial building situated in the downtown design district.

The building is certified LEED 2009 CS on track for Platinum, LEED v4.0 O+M underway, Well Health and Safety underway, and WiredScore Platinum. The building incorporates sustainable design features including a deep water lake district energy system.



BDP Toronto Studio



Our Studios

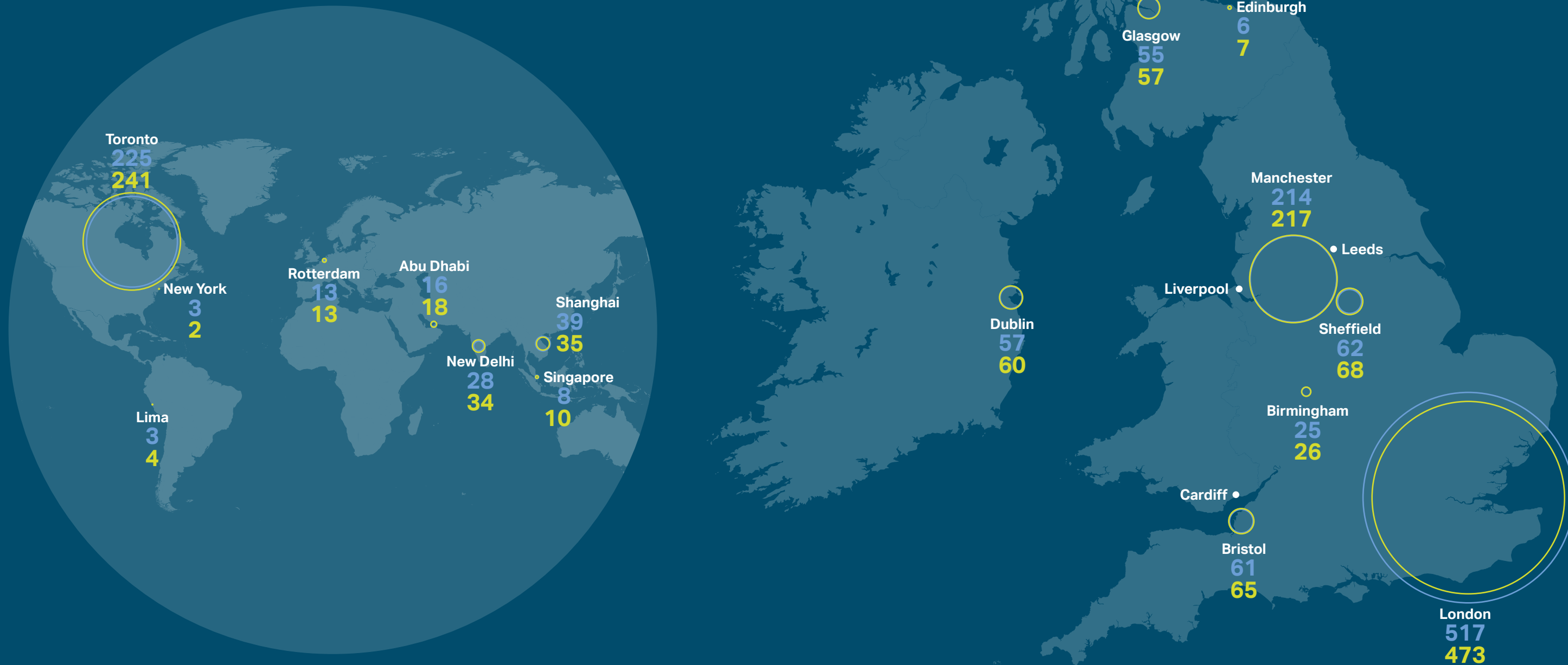
Staff Numbers

The staff numbers are reported using an average figure to account for fluctuations month-to-month and part time employees. The figures are compared to last year, and show a 2.4% reduction in UK&I staff, and a 6.3% increase in international staff.

Overall, BDP has a -0.2% reduction in staff showing almost identical numbers to the previous year. The total staff present in each studio are used to determine the per capita consumption and emissions figures.

Average Staff Number
2021-22

Average Staff Number
2022-23





Environmental Management and Social Impact Report 2022–2023

4 ISO 14001 and ISO 50001 (UK&I only)



We have maintained both ISO 14001 (Environmental Management Systems) and ISO 50001 (Energy Management Systems) certifications through the FY 2022–23, demonstrating our commitment to improving our environmental performance and processes, in addition to evidencing compliance with the Energy Savings Opportunity Scheme (ESOS). We underwent ISO 14001 recertification this financial year in January and February 2023, as part of the 3-year certification cycle, and have 6 monthly surveillance visits to maintain certification. We are due to undergo recertification for ISO 50001 in May 2024 as part of the 3-year certification cycle which has annual surveillance visits. The surveillance visits and recertifications are an opportunity to demonstrate our activities are in compliance with the standards, whilst highlighting our successes and identifying opportunities for continual improvement.

The following key opportunities for improvement were identified in FY 2022–23 by our external auditors. We have started to implement some of these opportunities as highlighted in the FY 2022–23 activities list, and we will continue to identify new opportunities for improvement over the following reporting year:

- Potential to reduce floor area leased by BDP in studios, subject to review of staff numbers and hybrid working practices.
- Strengthen consideration of energy and environmental risk management in the corporate risk register and include more input on energy and environmental risk management at a senior level.
- Opportunity to develop more effective submetering strategies across various studios.
- Development and implementation of improved legal register and maintenance procedures, in addition to better awareness of specific environmental legislation items.
- Internal audits to be undertaken on site whenever possible and feature additional personnel in interviews.
- Further identification of needs, expectations and influence of our international studios and their partners as we explore global alignment with the standards.
- Update to the IT procurement policy to include updated equipment specifications and supplier list.

FY 2022–23 Activities

- During the financial year we have launched our multidisciplinary studio improvement initiative to identify opportunities for environmental improvements in each studio. As part of this enhanced approach to meet our targets and continual

improvement requirements, we have conducted in-person studio walkarounds with relevant disciplines (e.g. MEP engineers) to establish feasibility of opportunities and develop proposals.

- We have expanded the use of the Legislation Update Service platform to a multi-site platform with new studio specific accounts for each studio manager. This development has improved environmental legislation awareness and documentation.
- This financial year we began implementation of IT energy saving initiatives, including the new hibernation mode on laptops and proposed sleep mode of global desktops. We have also upgraded the IT equipment we use to be more efficient and capable of withstanding warmer temperatures, reducing the volume and extent of cooling required in our server rooms. The energy reductions these changes provide should be visible during the next financial year. In addition, we have continued the development of our IT responsible procurement policy.
- We have developed our Climate Action Design Framework to accelerate BDP's goal of achieving Whole Life Net Zero Carbon across all projects. It enables the identification of specific Key Performance Indicators (KPIs) for each project and facilitates the establishment of clear, measurable targets. The framework allows for progress tracking at various design stages, facilitating effective communication, feedback, and response with clients, design teams, and consultants.

Whilst the opportunities for improvement were identified through audit of our UK&I studios, we have expanded implementation to international studios where applicable, including global IT energy saving initiatives.



BDP

Environmental Management and Social Impact Report 2022–2023

5 Science-based Targets

ENDING TO THE
EMERGENCY



In June 2023 BDP received official validation of our targets from the science-based targets initiative (SBTi). After a process of data collection from our studios for the 2019–20 FY, using SBTi-recommended tools and calculators to finalise our target, and undergoing independent verification, we are excited to have validated the following targets:

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

It should be noted that whilst these targets cover BDP studios globally, our Toronto studio BDP Quadrangle already had targets validated for their studio back in June 2022. These targets align with the overall BDP targets stated above and performance is reported in this section. Our newest studios, Lima and New York, did not exist at the time of our science-based target submission, and we will therefore be undertaking a process of data collection to ensure these studios can be included in future emission reporting.

Studio	Gas (Gross CV) factor kgCO ₂ e/kWh	Electricity (market-based) factor kgCO ₂ e/kWh
Birmingham	0.1839	0.00000
Bristol	0.1839	0.00000
Dublin	0.2047	0.00000
Glasgow	0.1839	0.00000
London	0.1839	0.00000
Manchester	0.1839	0.00000
Sheffield	0.1839	0.00000
Abu Dhabi	N/A	0.61400
New Delhi	N/A	0.708
Rotterdam	N/A	0.00000
Shanghai	N/A	0.5374
Singapore	N/A	0.4188
Toronto	1.888 (per m ³)	0.00000

Table 1: Emission factors per studio, FY 2019–20 baseline year

This near term target is in line with a 1.5°C trajectory, which reaffirms BDP’s commitment to addressing climate change and taking proactive measures to rapidly reduce our contribution to greenhouse gas emissions.

The carbon conversion factors used for the scope 1 (gas) and scope 2 (electricity) calculations are detailed in Tables 1 and 3. At the time of setting targets, our UK, Ireland and Toronto studios were the only studios to use gas, and all UK&I studios, the Rotterdam studio and the Toronto studio all procured electricity through renewable and zero carbon electricity tariffs.

Studio	Scope 1 emissions	Scope 2 emissions (market-based)
Birmingham	0.22	0
Bristol	30.71	0
Dublin	9.23	0
Glasgow	32.46	0
London	34.95	0
Manchester	3.68	0
Sheffield	8.67	0
Abu Dhabi	0.00	11.41
New Delhi	0.00	30.38
Rotterdam	0.00	0
Shanghai	0.00	22.76
Singapore	0.00	1.92
Toronto	59.52	0

Table 2: Global SBT Scope 1 and 2 emissions per studio, FY 2019–20 baseline year

In accordance with the market-based method for electricity emissions (scope 2) reporting (as recommended by the SBTi), the carbon factor of the specific electricity supplier is used, which for these tariffs is 0kgCO₂/kWh. We have previously used the location-based approach for our detailed emissions reporting, where the carbon factor is based on the average emissions intensity of the local power grid. As this is the first time we have used the market-based method, we have also continued to use the location-based approach for the UK&I studio consumption reporting in the detailed reporting section in order to make fair comparisons. However, from next year we will be using the market-based method for all emissions reporting and will be able to compare against the FY 2022–23 and our science-based target baseline.

The science-based targets cover BDP international studios and also use estimations for data which is not available, therefore electricity estimations for the New Delhi and Singapore studios are used when reporting scope 2 emissions against our science-based targets. The estimation factor used was 131.85 kWh/m², calculated based on the average kWh/m² of other BDP UK and international studios.

Our 2023 emissions are shown in Table 4. As the Toronto studio relocated to a building without gas in September 2023, there are two months of gas usage from the previous studio which have been accounted for. All of our UK&I studios, and our Rotterdam studio procured electricity from renewable sources in the FY 2022–23. The renewable electricity agreement at the previous building is not yet in place at the new Toronto studio, and so the electricity emissions have increased from the 0 emissions reported for Toronto in the baseline year. We hope to expand renewable electricity procurement to more of our international studios in the next financial year.

Studio	Gas (Gross CV) factor kgCO ₂ e/kWh	Electricity (market-based) factor kgCO ₂ e/kWh
Birmingham	0.1800	0
Bristol	0.1800	0
Dublin	0.1846	0
Glasgow	0.1800	0
London	0.1800	0
Manchester	0.1800	0
Sheffield	0.1800	0
Abu Dhabi	N/A	0.40410
Delhi	N/A	0.60007
Rotterdam	N/A	0
Shanghai	N/A	0.48448
Singapore	N/A	0.39537
Toronto	1.921	0.03000

Table 3: Global emission factors (2023) per studio

Studio	Scope 1 emissions (tCO ₂ e)	Scope 2 emissions (tCO ₂ e)
Birmingham	0.25	0
Bristol	29.55	0
Dublin	6.88	0
Glasgow	27.76	0
London	40.11	0
Manchester	4.13	0
Sheffield	7.82	0
Abu Dhabi	0	29.20
New Delhi	0	22.88
Rotterdam	0	0
Shanghai	0	22.29
Singapore	0	1.60
Toronto	4.96	17.22
TOTAL BDP in tCO₂e	121	93

Table 4: Global scope 1 and 2 emissions per studio (FY 2022–23)

Science-based Targets

The projected targets for scope 1 and 2 are shown on the graph below. The data shows that we are ahead of our scope 1 target, already tracking close to the value targeted in year 2030. As the Toronto studio's new building does not use gas, this has contributed to a significant reduction in our scope 1 emissions. We are looking to reduce the noticeably high gas consumption in the Bristol studio over the next financial year as part of the development of energy saving proposals. We are also reviewing the potential for the Glasgow studio, to develop initiatives to reduce gas consumption. These measures we hope will be completed over the next year and will enable further reductions towards our target.

Our scope 2 emissions have increased since our base year of 2019–20. As our Singapore, Shanghai, New Delhi and Abu Dhabi studios are the only studios which don't procure electricity through renewable or zero-carbon suppliers, we investigated the consumption and the conversion factors of these studios to determine how this has increased. We found that the Abu Dhabi studio has increased the electricity consumption from 18,590 kWh in 2019–20 to 72,248 kWh in 2022–23. The Abu Dhabi studio procures electricity from the national grid with the carbon factor reducing year-on-year as the United Arab Emirates increases the use of renewables in the electricity supply. Despite the carbon factor reducing, the increase in consumption resulted in an increase from 11,414 kgCO₂e in 2019–20 to 29,195 kgCO₂e in 2022–23. The Singapore and New Delhi studios consumption are based on estimations making it difficult to see the effect of any reduction initiatives, hence we will be focussing on reducing the Abu Dhabi and Shanghai electricity consumption over the next financial year to make progress towards our science-based target.

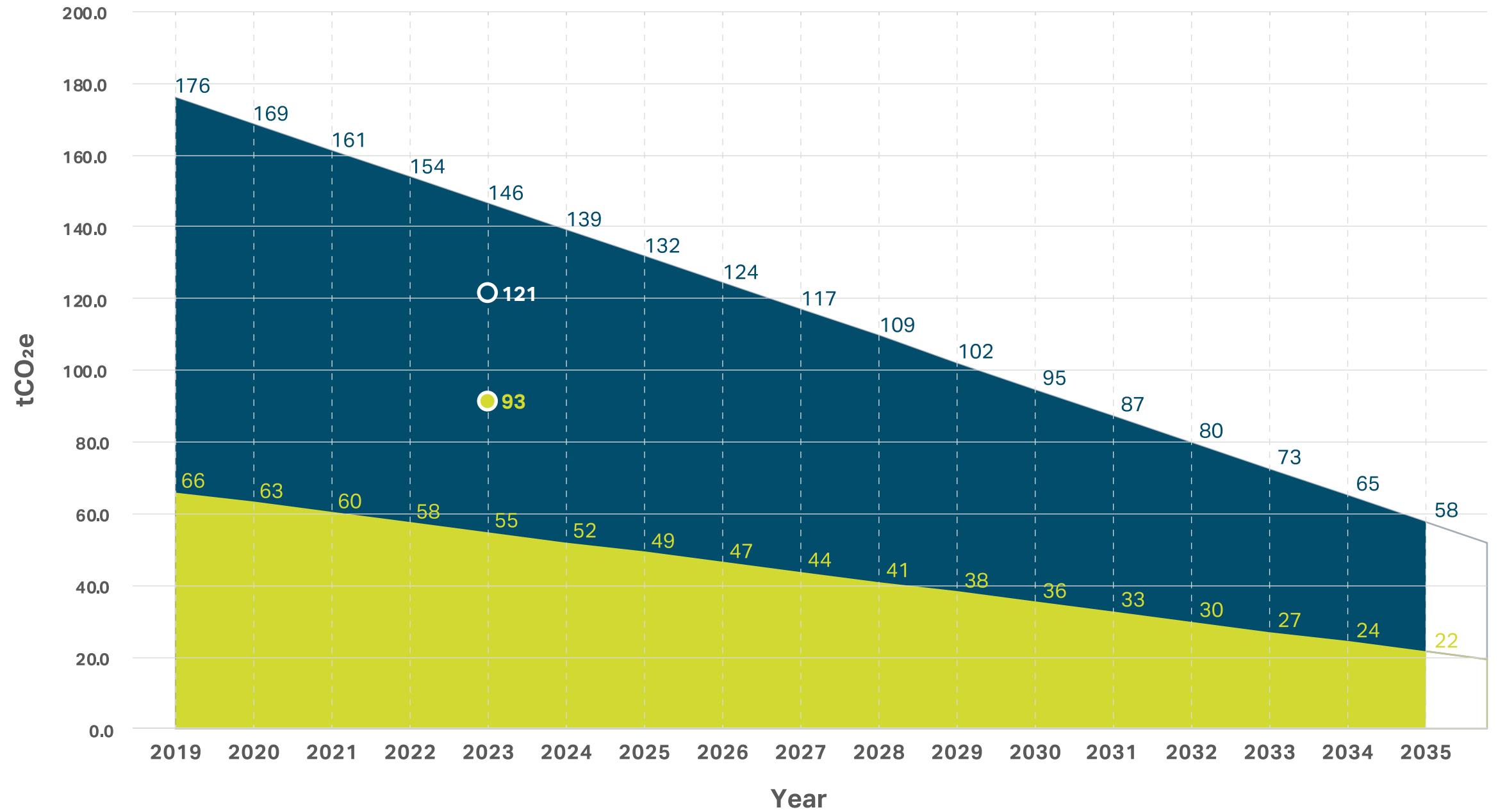


Figure 1: Scope 1 and scope 2 projected emissions targets from 2020 to 2035

● Scope 1 Emissions (tCO₂e)
● Scope 2 Emissions (tCO₂e)

Science-based Targets

The Toronto science-based target was submitted separately ahead of the full BDP global science-based target. The scope 1 emissions have reduced since the baseline year due to the relocation to a studio which does not use gas. Next year we expect gas usage to be 0. This has shown positive steps towards our global science-based target.

The scope 2 emissions were calculated using a location-based method, which resulted in a baseline year emissions value of 34.6 tCO₂e. The scope 2 emissions have also reduced in the FY 2022–23 which has seen us meet our 2030 target for Toronto. We hope to continue these reductions over the next financial year and further contribute positively towards our global science-based target.

Toronto-only SBT Emissions (tCO ₂ e)	Scope 1	Scope 2 (location-based)
Baseline 2019–20	59.52	34.61
Current 2022–23	4.96	17.22

Table 5: BDP Toronto studio scope 1 and scope 2 emissions (tCO₂e)

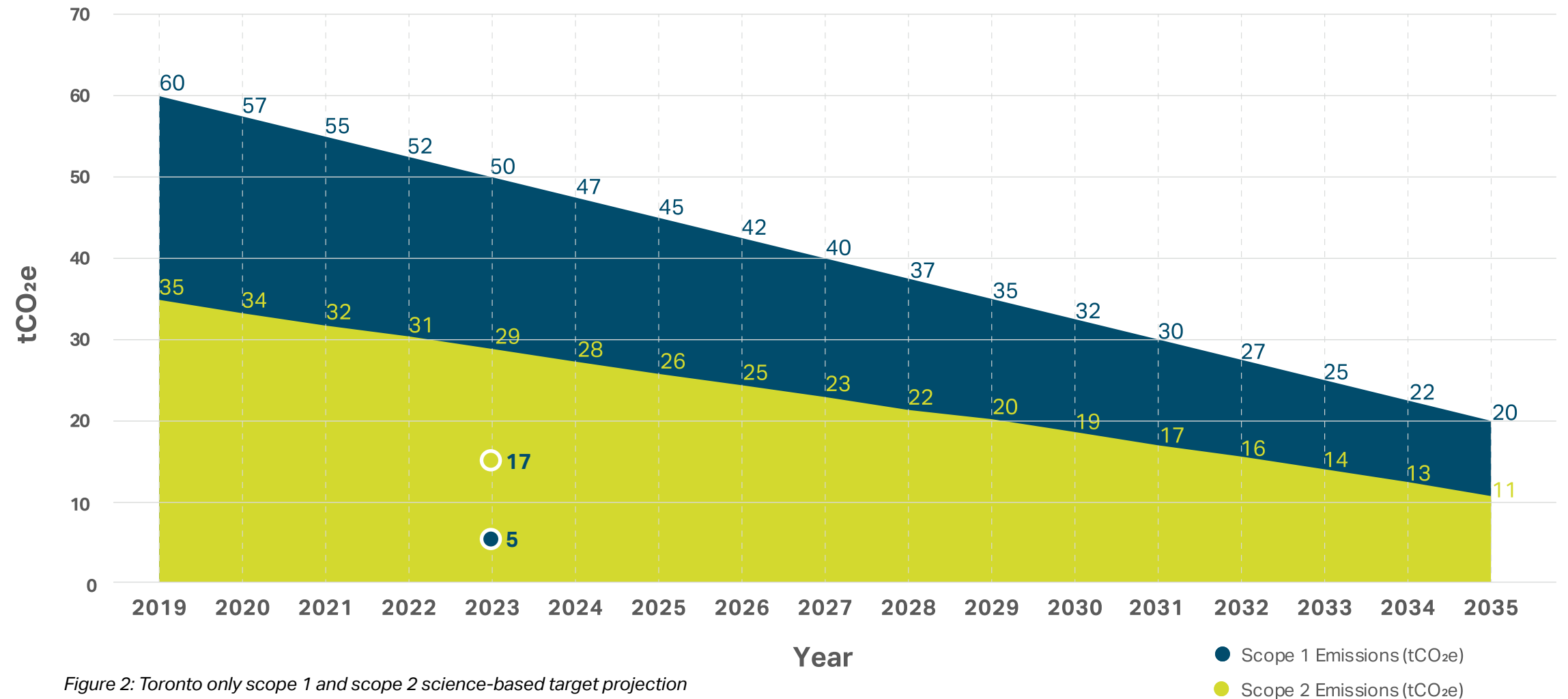
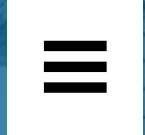


Figure 2: Toronto only scope 1 and scope 2 science-based target projection



Environmental Management and Social Impact Report 2022–2023

6 Detailed Performance (UK&I)

BDP.

BDP London Studio

The following section summarises our environmental performance during 2022–23, based on comparison to our previous reporting year 2021–22, and to our science-based target baseline (2019–20).

The usage of our studios has continued to increase over the FY 2022–23, following the full implementation of BDP’s Hybrid Working Policy in which staff for the UK&I now spend the majority of their week in the studios, a minimum of three days, with the option to request up to two days working from home each week. We have since seen an increased and more intensive use of our studios, as shown in the gas, electricity, water and waste data detailed in this section. This results in the previous FY 2021–22 not being fully representative or comparable to our new way of working going forward. In next years report we will be able to compare against the previous year with the same policy and working pattern, in addition to our science-based target baseline.



BDP Sheffield studio

6.1 Carbon Conversion Factors

The emissions values for gas and for location-based electricity were calculated using carbon conversion factors from The Department for Business, Energy and Industrial Strategy (BEIS) for the UK, the Sustainable Energy Authority Of Ireland (SEAI) for Ireland. The carbon conversion factors are revised each year and vary due to the mix of energy sources generated in each country, and internationally imported. It is important to note this is separate to our science-based targets reporting which are required to be measured using the market-based method. The market-based method uses the carbon factor of the specific electricity supply, which for our renewable and zero carbon electricity tariffs are 0 kgCO₂/kWh as detailed in the science-based target section above.

This year, the UK grid electricity carbon conversion factor has increased compared to last year as shown in the graphs covering the past five years. The continued decarbonisation of the UK grid electricity as the UK increases the use of renewable energy sources generally means the electricity factors are reducing, but this year it has slightly increased as the percentage of renewable energy can vary year-on-year. This has resulted in increased emissions compared to our consumption than the previous year when the conversion factor was lower. In comparison, the UK gas conversion factors have stayed very similar over the years as shown on the graph below. In Ireland, the gas conversion factor is similar to the UK factor, but the electricity conversion factor is significantly higher than the UK. This results in the Dublin studio accounting for a greater percentage of emissions than their consumption.

	Units	2023
UK		
Natural Gas	kgCO ₂ e/kWh	0.180000
Grid supplied electricity	kgCO ₂ e/kWh	0.207074
Ireland		
Natural Gas	kgCO ₂ e/kWh	0.184600
Grid supplied electricity	kgCO ₂ e/kWh	0.308910
International Grid Electricity		
Canada (Ontario)	kgCO ₂ e/kWh	0.03000
China	kgCO ₂ e/kWh	0.48448
India	kgCO ₂ e/kWh	0.60007
Netherlands	kgCO ₂ e/kWh	0.29634
Singapore	kgCO ₂ e/kWh	0.39537
UAE	kgCO ₂ e/kWh	0.40410

Table 6: Global carbon conversion factors (location-based) per studio (2023)

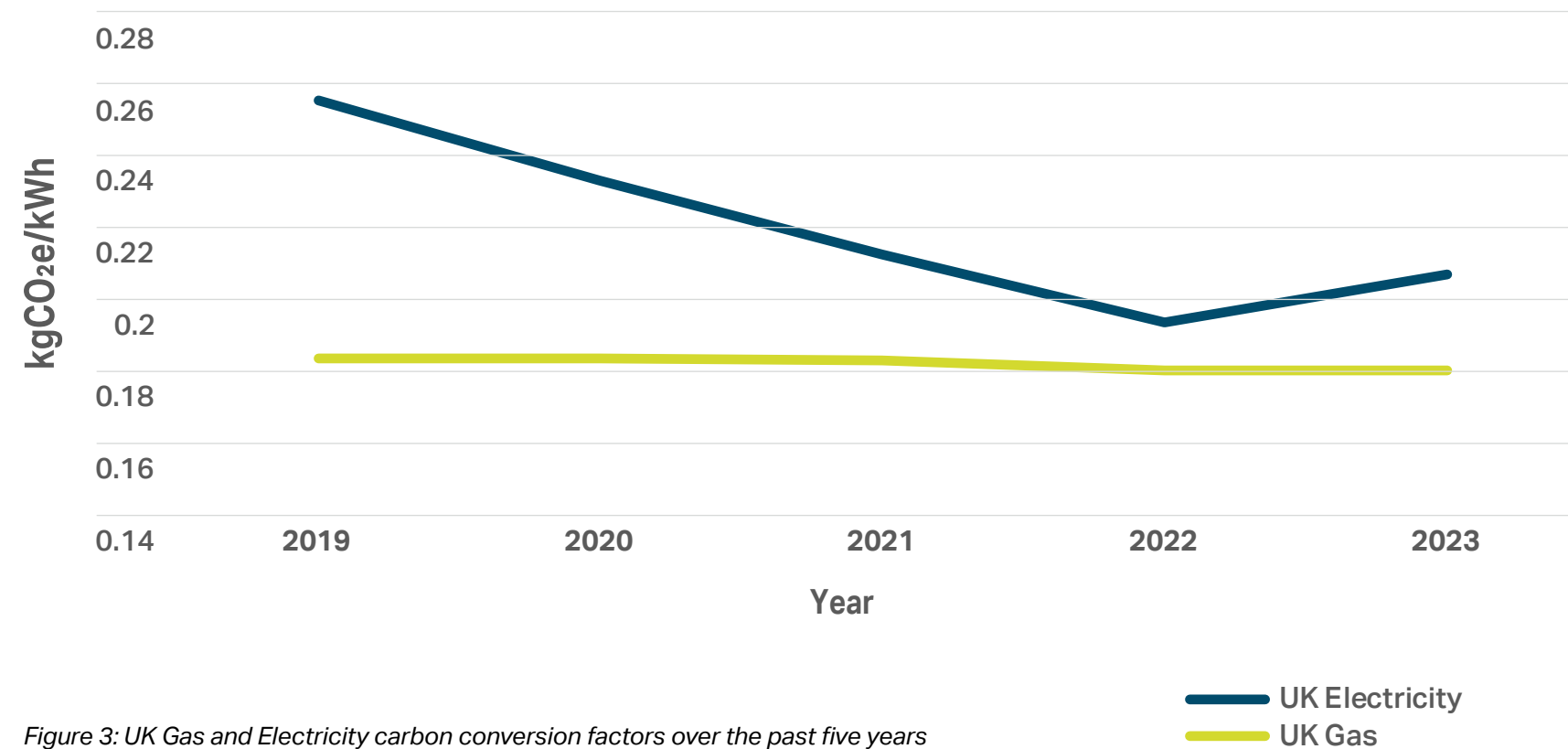


Figure 3: UK Gas and Electricity carbon conversion factors over the past five years

Headline Performance Figures (UK&I)

	Current reporting year 2022-23 (UK&I)	% change compared to 2021-22	% change compared to 2019-20
Gas consumption (kWh)	646,295	1.5%	-3.8%
Gas consumption per capita (kWh/capita)	669	11.5%	-8.3%
Emissions from gas (kgCO ₂ e) (scope 1)	116,504	-7.4%	-2.8%
Emissions from gas per capita (kgCO ₂ e/capita) (scope 1)	120.6	1.4%	-7.2%
Electricity consumption (kWh)	1,392,732	6.5%	-1.8%
Electricity consumption per capita (kWh/capita)	1,442	16.9%	-6.4%
Emissions from purchased electricity kgCO ₂ e (scope 2)	293,777	12.5%	-12.9%
Emissions from purchased electricity per capita kgCO ₂ e/capita (scope 2)	304.1	23.6%	-17.0%
Total emissions from business travel kgCO ₂ e	330,042	354%	-8%
Emissions from business travel per capita kgCO ₂ e/capita	341.7	348%	-7%
Total water usage m ³	5198.9	43.2%	-15.3%
Water usage per capita m ³ /capita	5.77	68.7%	-13.5%
Total non electrical waste (kg)	67,636	18.4%	-31.8%



Gas consumption (kWh)
-3.8%



Gas consumption per capita (kWh/capita)
-8.3%



Emissions from gas (kgCO₂e) (scope 1)
-2.8%



Emissions from gas per capita (kgCO₂e/capita) (scope 1)
-7.2%



Electricity consumption (kWh)
-1.8%



Electricity consumption per capita (kWh/capita)
-6.4%



Emissions from purchased electricity (kgCO₂e) (scope 2)
-12.9%



Emissions from purchased electricity per capita (kgCO₂e/capita) (scope 2)
-17.0%



Total emissions from business travel (kgCO₂e)
-8%



Emissions from business travel per capita (kgCO₂e/capita)
-7%



Total water usage m³
-15.3%



Water usage per capita m³/capita
-13.5%

6.2 Scope 1 – Gas

There has been a 11.5% increase in gas consumption per capita for our UK&I studios compared to 2021–22, and a reduction of 8.3% per capita when compared to 2019–20. This increased gas consumption compared to the previous year was anticipated following the full implementation of the hybrid working policy. We intend to focus on reducing our gas consumption each year in line with our scope 1 science-based target through studio interventions and use management.

While our overall consumption and emissions have increased compared to the last financial year, each studio can vary. Three of our studios have reduced gas consumption per capita compared to the previous year, showing the effects of some of the studio improvements which have already been implemented. We will be focussing on reducing the gas consumption of the Glasgow and Bristol studios over the next year, which both have significantly higher consumption per capita values than all other UK&I studios. We know that both of these studios have old gas boilers, and a review of options to reduce gas consumption are underway. Once these measures have been undertaken we expect the Bristol and Glasgow studios to show reduced gas consumption.

We are also in the process of producing a proposed studio specification, so that any future studio relocations can use the guidance to specify a building with energy efficient, and/or all-electric systems.

UK&I	2018–19	2019–20	2020–21	2021–22	2022–23
Gas (kWh)	672,259	672,128	649,547	636,939	646,295
Gas kWh per capita	786	730	697	600	669
Gas (kgCO ₂ e)	118,609	119,910	128,515.1	125,848	116,504
Gas kgCO ₂ e per capita	139	130	137.9	119	121

Table 7: UK&I gas consumption and emissions over the past five years

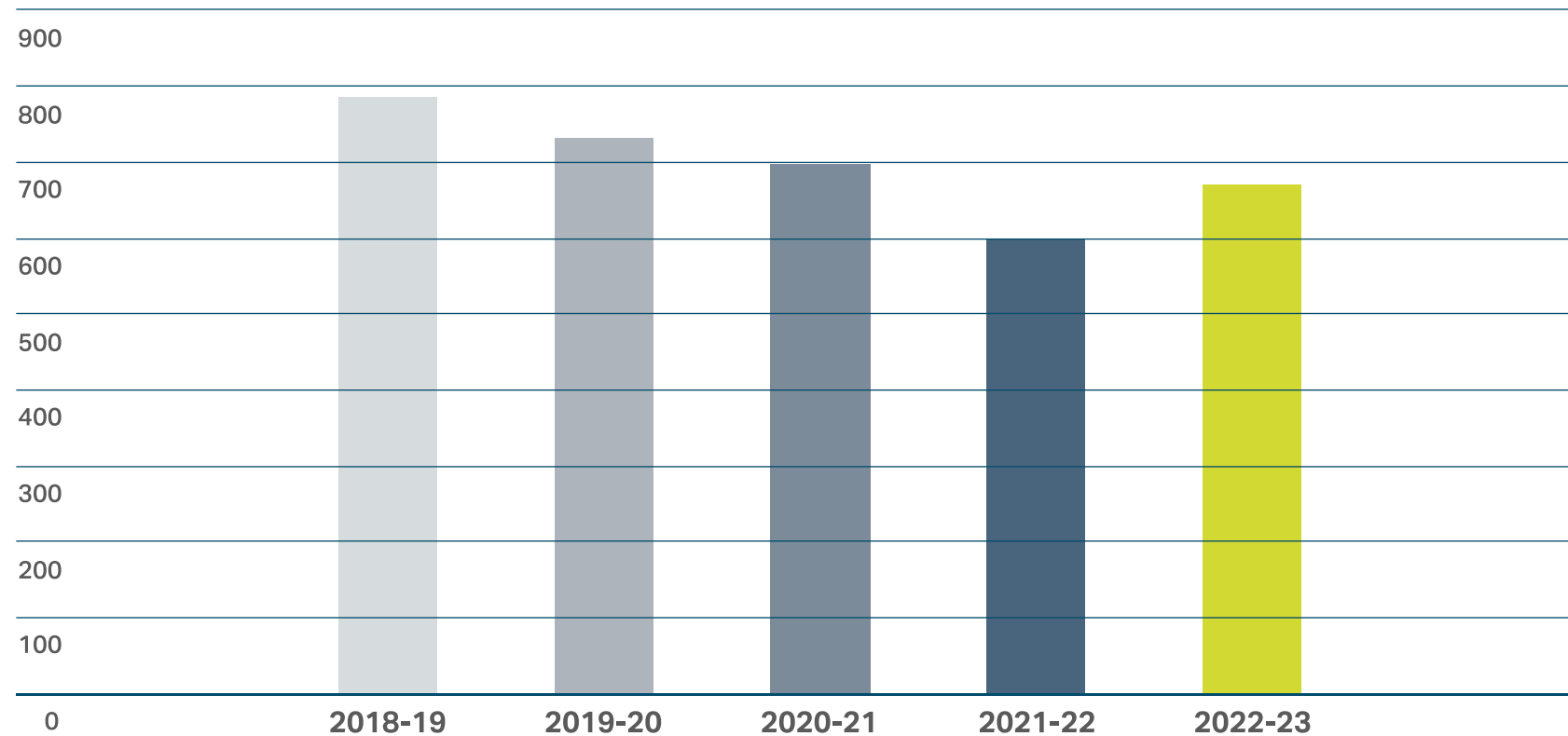


Figure 4: UK&I Gas consumption per capita (kWh/capita)

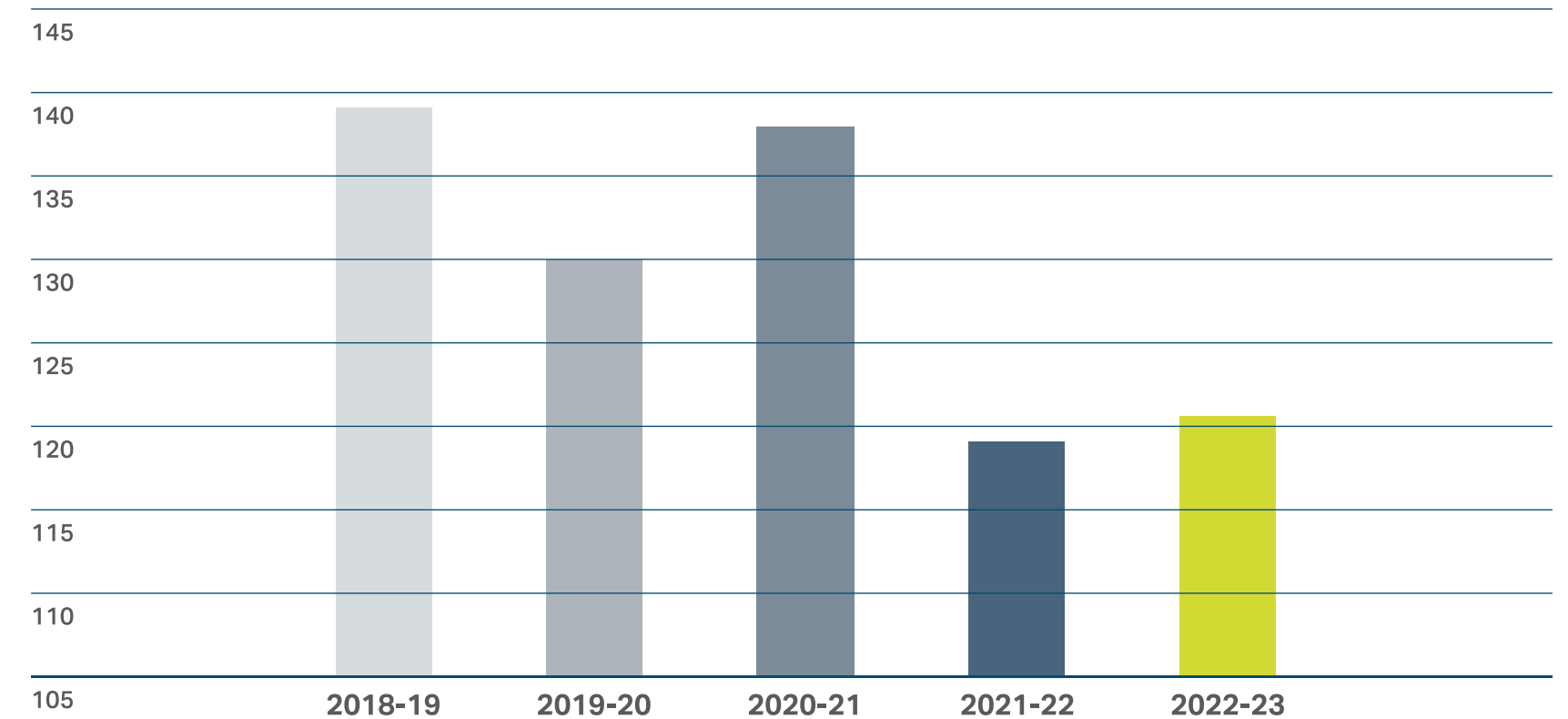


Figure 5: UK&I Gas emissions per capita (kgCO₂e/capita)

Detailed Performance (UK&I)

	2022-23	% change against 2021-22	% change against 2019-20
Scope 1 Gas (kWh)	646,294.88	1.5%	-3.8%
Scope 1 (kWh)/capita	669.10	11.5%	-8.3%
Scope 1 (kgCO ₂ e)	116,504.46	-7.4%	-2.8%
Scope 1 (kgCO ₂ e)/capita	120.62	1.4%	-7.2%

Table 8: UK&I gas consumption and emissions compared against previous years

Gas (kWh)	2022-23	% change against 2021-22	% change against 2019-20
Birmingham	1,377	-42.8%	14.1%
Bristol	164,165	-24.6%	-1.7%
Dublin	37,257	-2.8%	-17.3%
Glasgow	154,244	20.3%	-12.6%
London	222,817	16.9%	17.2%
Manchester	22,964	3.1%	14.8%
Sheffield	43,471	16.2%	-39.8%

Table 9: UK&I gas consumption compared against previous years, per studio

Gas (kWh Per capita)	2022-23	% change against 2021-22	% change against 2019-20
Birmingham	53	-44.6%	15.7%
Bristol	2,529	-28.8%	9.0%
Dublin	623	-6.9%	-23.9%
Glasgow	2,710	16.1%	-4.1%
London	471	27.7%	8.0%
Manchester	106	2.0%	12.6%
Sheffield	636	5.4%	-50.6%

Table 10: UK&I gas consumption per capita compared against previous years per studio

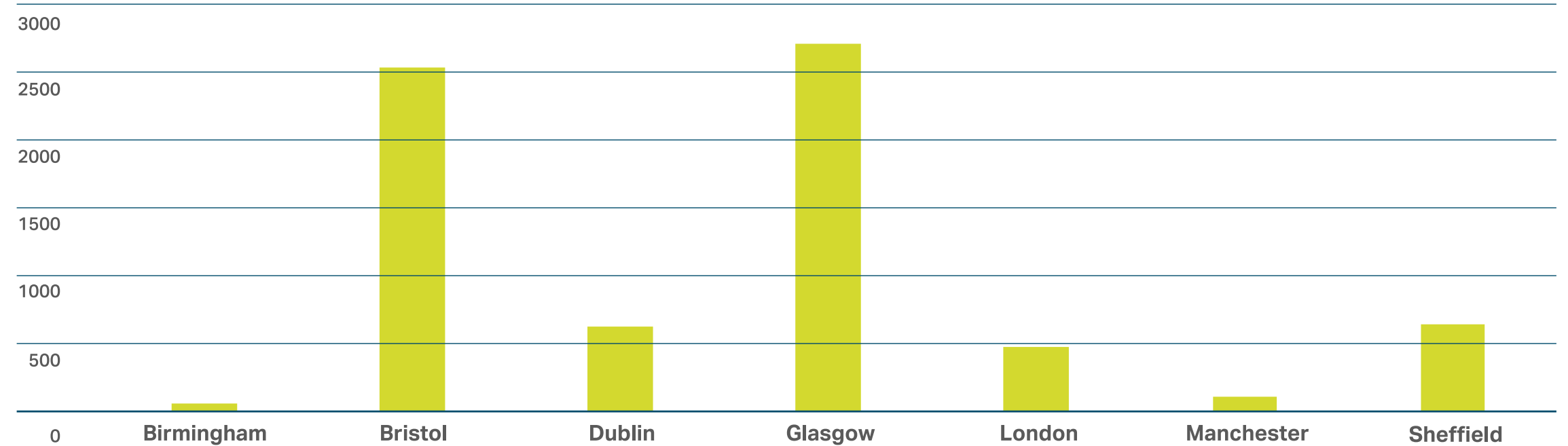


Figure 6: Gas consumption per capita per studio FY 2022-23 (kWh/capita)

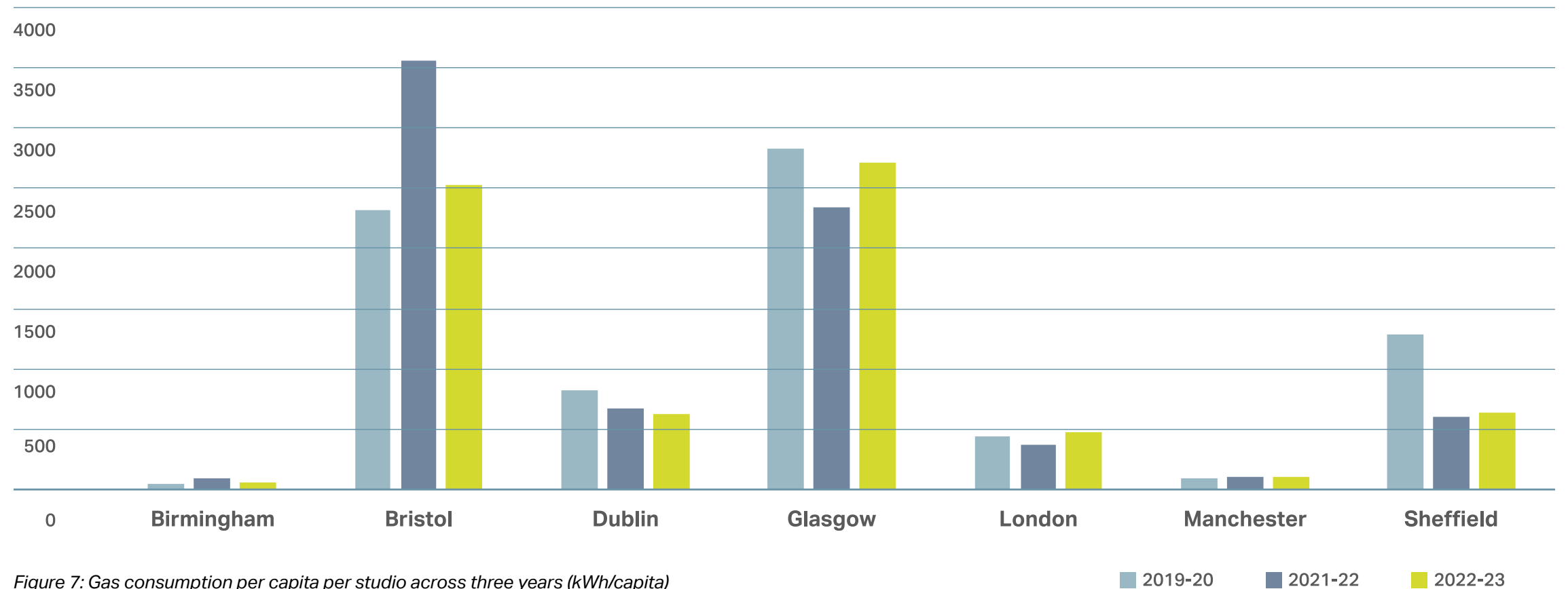


Figure 7: Gas consumption per capita per studio across three years (kWh/capita)

6.3 Scope 2 – Electricity

The UK&I electricity consumption per capita for FY 2022–23 has increased by 16.9% compared to last year (FY 2021–22). However, this has decreased by 6.4% compared to our pre-covid baseline year of 2019–20. It is therefore clear that the move to hybrid working has provided a new ‘typical year’ benchmark, which is lower than pre-covid consumption.

Total UK&I electricity emissions, when calculated using a location-based approach, have increased by 12.5% compared to last the FY (2021–22) and decreased by 12.9% when compared to FY 2019–20. Part of the increase in our electricity emissions compared to last year can be accounted for by the increase of the UK grid electricity carbon conversion factor.

We acknowledge that we cannot rely on a slowly decarbonizing UK grid in order to reduce our emissions and are committed to reducing consumption year on year.

Since validating our science-based target for scope 2 emissions, we have calculated our electricity emissions using the required market-based approach. However, as this is the first year in the new market-based method, we have shown the old location-based approach below in order to compare across previous years. From next year onwards, we will be comparing against market-based scope 2 emissions which accounts for renewable energy tariffs and will show progress towards our scope 2 target.

UK&I	2018–19	2019–20	2020–21	2021–22	2022–23
Electricity (kWh)	1,513,353	1,418,674	1,264,602	1,307,693	1,392,732
Electricity per capita (kWh/capita)	1,770	1,541	1,356	1,233	1,442
Electricity (kgCO ₂ e) (location-based)	396,792	337,347	300,700	261,046	293,777
Electricity emissions per capita (kgCO ₂ e per capita) location based	464	366	323	246	304

Table 11: UK&I electricity consumption and emissions over the past five years

UK&I	2022–23	% change against 2021–22	% change against 2019–20
Electricity (kWh)	1,392,732	6.5%	-1.8%
Electricity (kWh)/capita	1,442	16.9%	-6.4%
Electricity emissions (kgCO ₂ e)	293,777	12.5%	-12.9%
Electricity emissions (kgCO ₂ e)/capita	304	23.6%	-17.0%

Table 12: UK&I electricity consumption and emissions compared against previous years

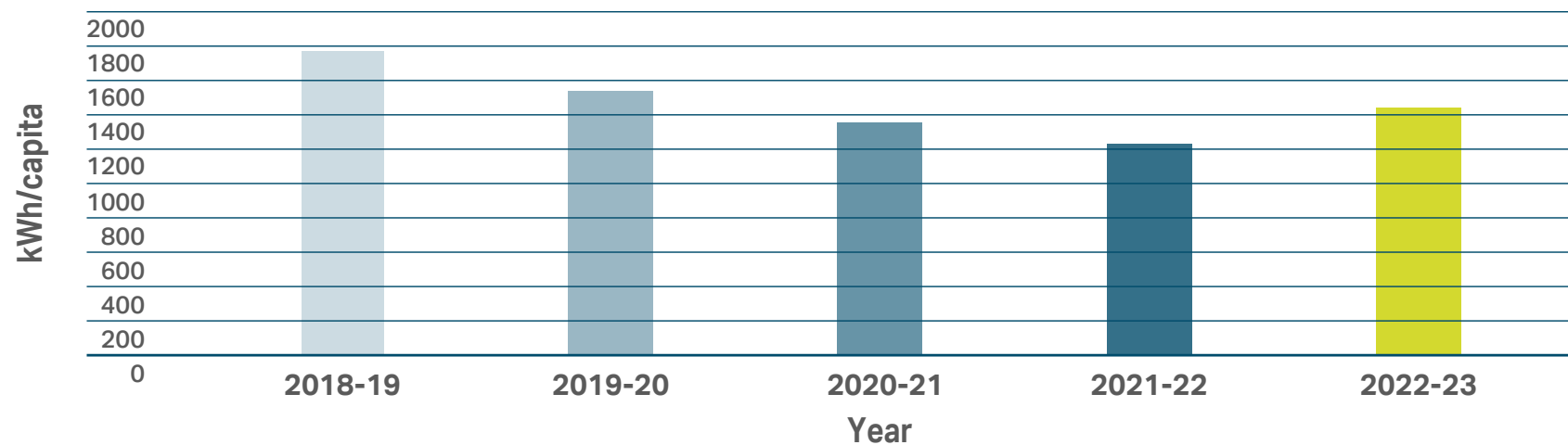


Figure 8: UK&I Total Electricity consumption per capita (kWh/capita) over the last five years

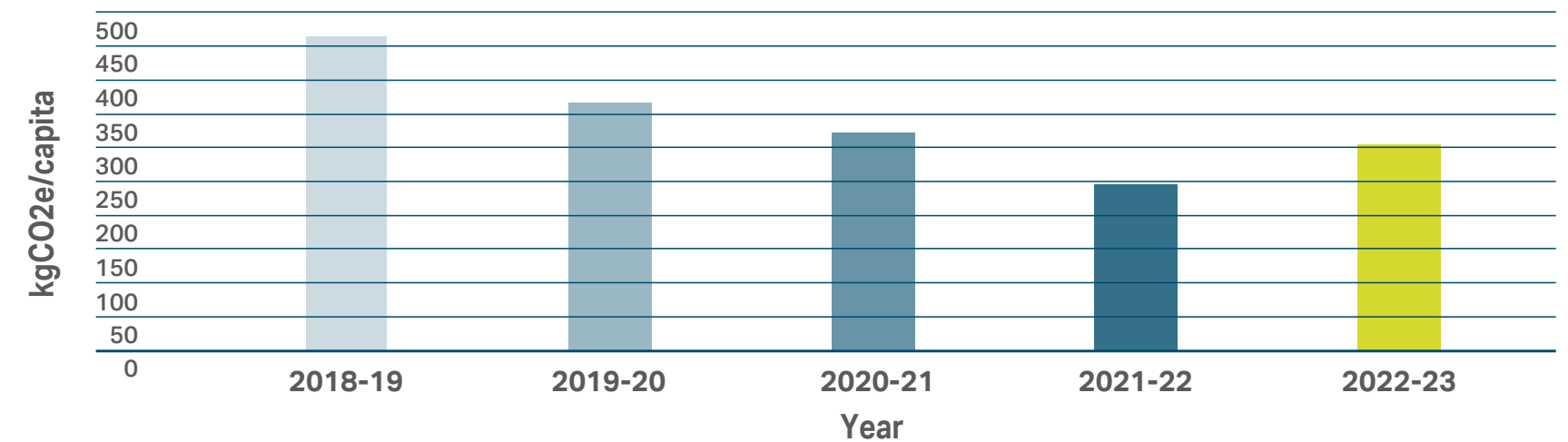


Figure 9: Electricity emissions per capita (kgCO₂e per capita) location based

Detailed Performance (UK&I)

The electricity consumption per studio shows that the majority of our studios have increased total consumption compared to last year. However, considering the staff numbers in per capita calculations, the majority (5 out of 7) of studios have reduced consumption per capita compared to both last year 2021–22, and our baseline year 2019–20. This shows some progress towards our targets in most of our studios, and we will be focussing on the studios which have increased consumption per capita over the next financial year, Manchester and London, to implement consumption reduction initiatives.

Electricity (kWh)	2022–23	% change 2021–22	% change against 2019–20
Birmingham	38,518	2.4%	76.0%
Bristol	62,326	-2.6%	4.5%
Dublin	52,810	0.0%	-8.0%
Glasgow	69,790	2.8%	-16.9%
London	671,459	2.7%	2.3%
Manchester	442,838	18.6%	-5.1%
Sheffield	54,990	-5.3%	-24.7%

Table 13: UK&I electricity consumption compared against previous years, per studio

Electricity (kWh Per capita)	2022–23	% change 2021–22	% change against 2019–20
Birmingham	1,472	-0.9%	78.6%
Bristol	960	-8.0%	15.9%
Dublin	883	-4.2%	-15.3%
Glasgow	1,226	-0.9%	-8.8%
London	1,419	12.2%	-5.7%
Manchester	2,044	17.3%	-6.9%
Sheffield	805	-14.0%	-38.2%

Table 14: UK&I electricity consumption per capita compared against previous years, per studio

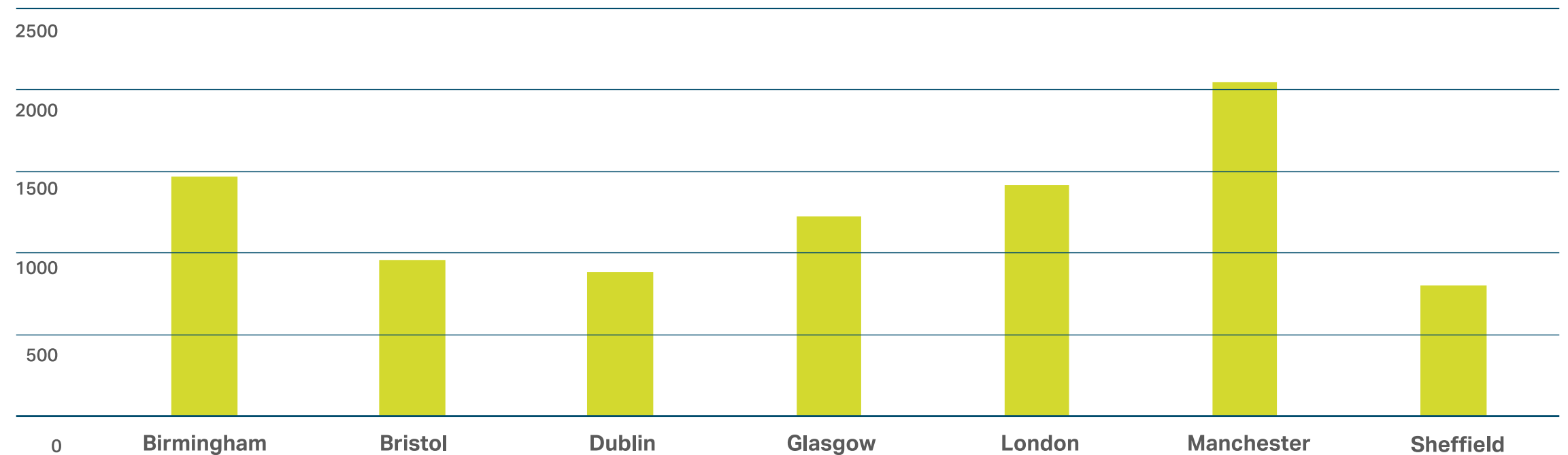


Figure 10: Electricity consumption per capita per studio FY 2022–23 (kWh/capita)

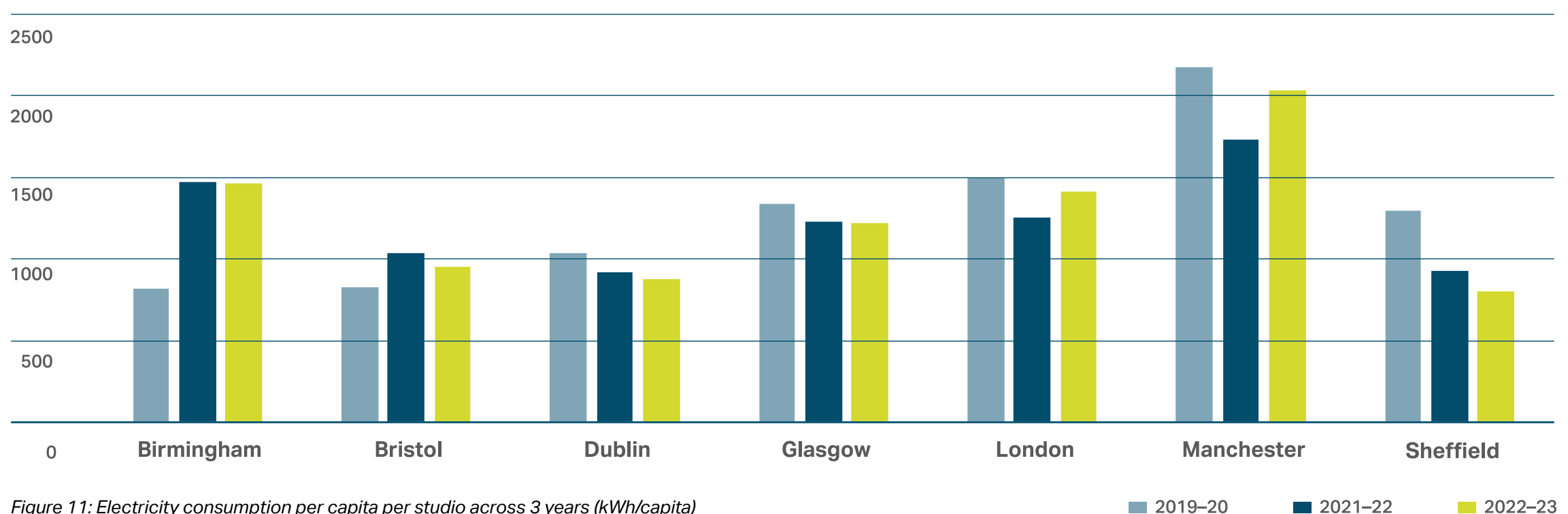


Figure 11: Electricity consumption per capita per studio across 3 years (kWh/capita)

6.4 Scope 3

As part of the process to set our scope 3 science-based target, we utilised the Quantis tool to estimate some of our scope 3 emissions. Since obtaining official validation of our targets, we have begun a process of more precise monitoring of our emissions by way of working with the internal BDP teams to obtain data from our travel, financial and studio records. We have also started the process of external validation with Carbon Footprint who are verifying our scope 1, 2 and 3 data and will be undertaking scope 3 screening to understand which scope 3 items are most impactful on the environment.

6.4.1 Water

The data shows that overall, BDP total water consumption has increased since last year, but has decreased since 2019–20. The five yearly graph demonstrates the impact the Covid-19 pandemic had on our consumption, with a clear reduction starting in 2020 and then an increase as staff returned to the studio from 2022 onwards. As the BDP Hybrid Working Policy has been in effect for most of the FY 2022–23, we expect the data from this year to be our new 'typical year' and a point in which we can compare reductions against in future years.

Analysing the data on a studio basis, all UK&I studios have increased water consumption (total and per capita) compared to last year, but most have reduced water consumption compared to our baseline year 2019–20. This generally follows the BDP total pattern as would be expected with the increased return to studio and the adoption of the BDP Hybrid Working Policy. This is shown in which the current reporting year is compared to FY 2021–22 and 2019–20 in the tables on the following page.

The reduction from FY 2019–20 gives us confidence that we are heading in the right direction. We are committed to ensuring our water consumption will decrease year on year and intend to continue reviewing opportunities for improvement. As part of our Environmental Management System and studio specific Environmental Management Plans, we encourage efficiency wherever possible.

We have identified that the Bristol studio's water meter is faulty and have therefore reported the readings but removed the Bristol water data from the comparison graphs and the total and total per capita figures. The Bristol landlord is in discussions with BDP to undertake studio improvements alongside adjacent tenant refurbishment, which will involve repairing the meter.

We have also identified that the Birmingham studio has unusually high water consumption, both last year and this year suggesting it

is not an anomaly for this financial year. We will be liaising with the building management company and landlord who provide us with this data to understand more about how the data is split between their tenants, and why the water consumption has increased. We will also be visiting the studio in person as part of the studio improvement initiative to understand better the studio setup and facilities in place.

The Manchester studio is the other studio where water has significantly increased compared to both 2021–22 and 2019–20. As the Manchester studio utilises rainwater harvesting, it is surprising to see their water consumption so high. We will be undertaking a review with the studio manager and relevant MEP professionals to understand what has caused the increase and how we can put in place procedures to reduce consumption.

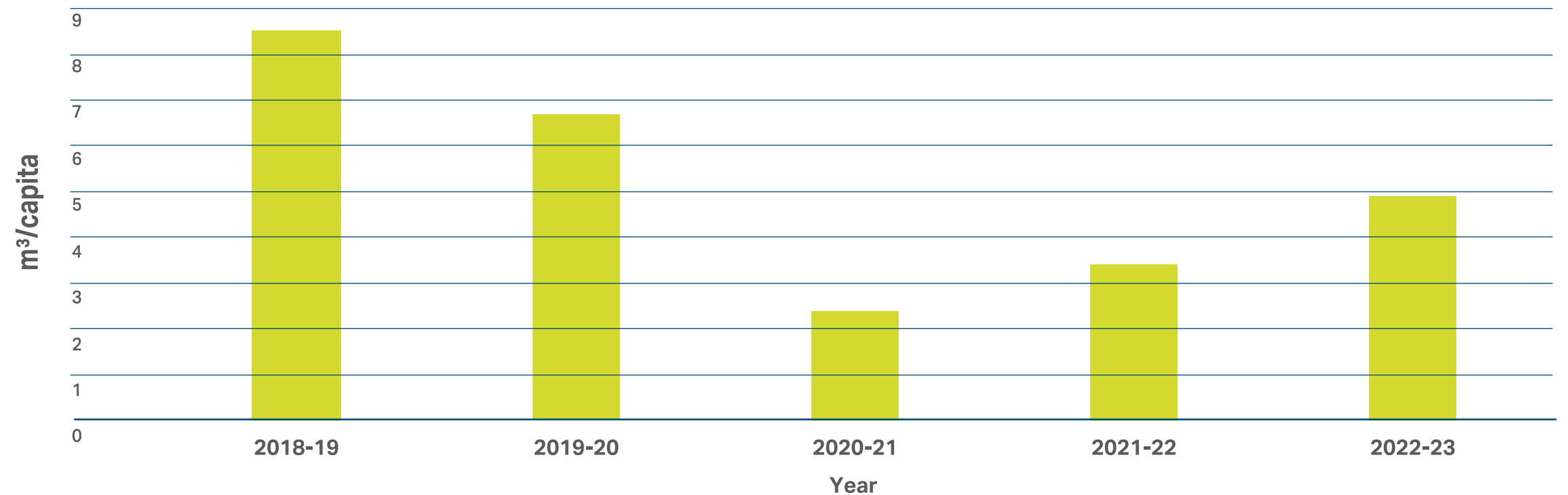


Figure 12: Water consumption per capita (m³/capita) across the last five years (UK&I)

Detailed Performance (UK&I)

UK&I	2022-23	% change compared to 2021-22	% change against 2019-20
Total (m ³) (excluding Bristol)	5,198.9	43.2%	-15.3%
Per capita (m ³) (excluding Bristol)	5.77	68.7%	-13.5%

Table 15: Total UK&I water consumption compared to previous years

Birmingham	478.5	9.2%	136.6%
Bristol	7.6	72.7%	-99.3%
Dublin	141.0	60.7%	-45.6%
Glasgow	102.6	31.5%	-8.4%
London	2,206.4	53.1%	-19.0%
Manchester	2,085.6	45.7%	35.4%
Sheffield	184.8	23.6%	-10.7%

Table 16: Water consumption per studio (m³)

Birmingham	18.3	5.7%	140.1%
Bristol	0.12	67.0%	-99.2%
Dublin	2.4	57.1%	-49.9%
Glasgow	1.8	28.8%	0.5%
London	4.7	66.6%	-25.4%
Manchester	9.6	43.7%	32.8%
Sheffield	2.7	12.7%	-26.7%

Table 17: Water consumption per studio per capita (m³/capita)

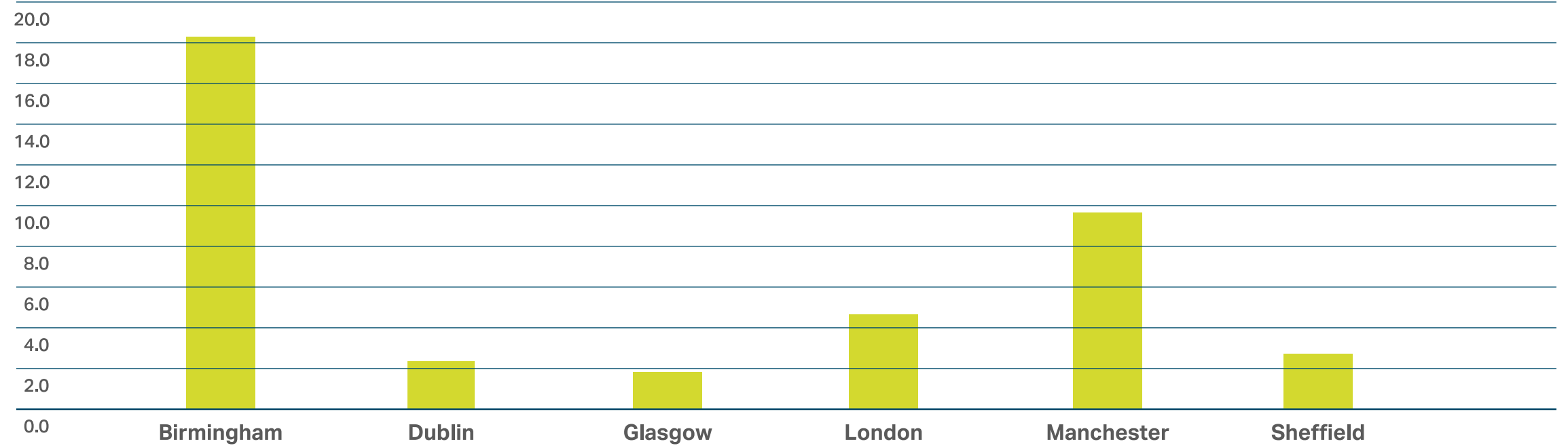


Figure 13: Water consumption per capita (m³/capita) 2022-23

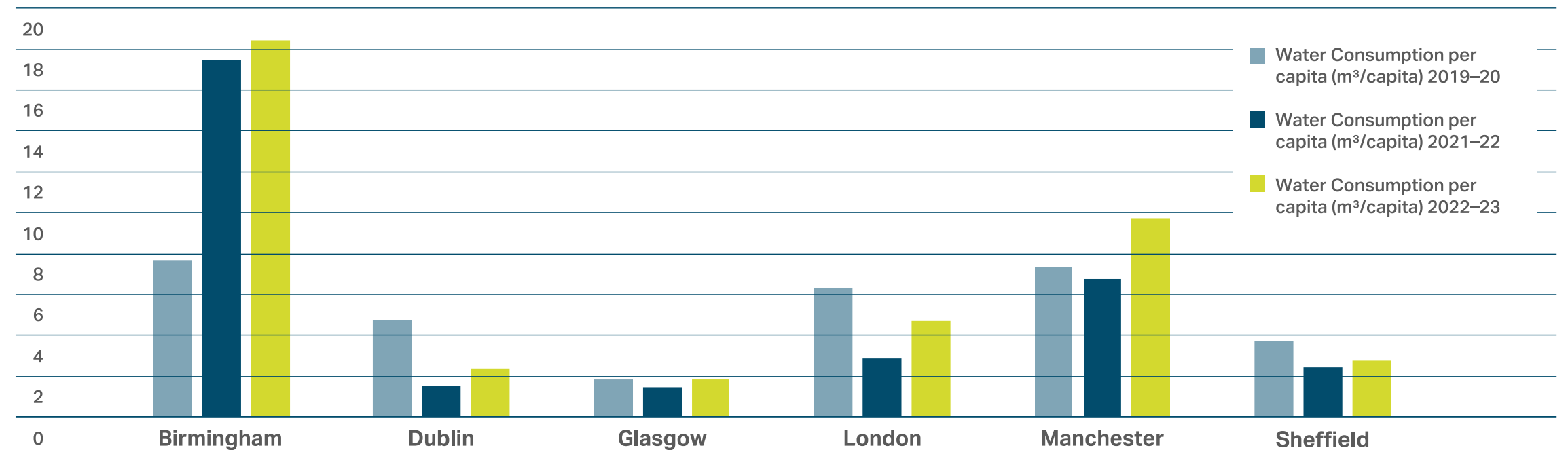


Figure 14: Water consumption per capita across three years (m³/capita)

6.4.2 Business Travel

Choosing the most sustainable mode of transport for business travel is one way we reduce our impact on the environment. The huge reductions in travel emissions during the Covid-19 pandemic has taught us that it is possible to reduce some travel and we are encouraging the use of Microsoft Teams for meetings wherever possible and appropriate.

Our data shows that our total work travel emissions have increased compared to last year, signalling a move towards pre-Covid years. However, it also shows a promising change in our air travel habits. Domestically, there has been an 88% decrease in short-haul flights, and a 154% increase in train travel compared to FY 2019-20, indicating that staff may be choosing to travel by train, rather than air, for domestic travel. Short-haul flights (typically to mainland Europe) have decreased by 87%. This is likely reflective of the post-pandemic adoption of virtual meetings, and the general change in attitude of travelling for work – which is now not deemed as necessary as it once was. However, our long-haul flights have increased, even compared to the pre-covid years, which is likely due to an increase in our number of international projects, and the opening of our new Toronto studio.

This year we have reported on bicycle usage and hotel emissions for the first time. This data is reported for information only, and next year we will be able to provide a comparison between years. We intend to improve and expand our monitoring of business travel over the next few years as part of our goal to improve accuracy of our scope 3 emissions reporting and meeting our science-based targets.

BDP is currently reviewing our Travel Plan, which was developed in 2018 and are investigating ways our company travel booking systems can be updated to allow staff to book the most sustainable travel option available at the time (e.g. standard fares compared to first class fares). This will reflect the post-Covid-19 working environment in which travel to in-person meetings has reduced. We are also in the process of developing a commuting survey as part of our scope 3 verification with Carbon Footprint. Once the survey has been finalised, we will be able to obtain accurate data about our commuting emissions. Longer-term, the results from the survey can be used to develop new guidance and initiatives to enable employees to make environmentally conscious choices when travelling.

As our travel data collection has increased in recent years, some data is collected in cost as opposed to distance. Conversion factors used in this analysis;

- Bus journeys: £1.00 per mile (average) as taken from the UK GOV website.
- Taxi journeys: £2.68 per mile (average) as taken from the UK Taxi Price Index.
- Conversion factors for emissions reporting have been taken from the UK Government GHG Conversion Factors for Company Reporting document (2023).

Mode of travel (UK&I)	Total miles 2022–23	% change over 2021–22	% change against 2019–20
Train	512,732	31%	154%
Bus	545	7581%	–
Taxi	129,780	1977%	263%
Car	124,236	30%	801%
International/ Long-haul flight	509,562	105%	241%
Short-haul flight	92,595	147%	-87%
Domestic flight	32,554	-4%	-88%
Bicycle	140	–	–
Total	1,402,144	73%	2%

Table 18: UK&I business travel per mode of travel compared to previous years (miles)

Mode of travel (UK&I)	Miles/capita 2022–23	% change over 2021–22	% change against 2019–20
Train	530.8	44%	155%
Bus	0.6	8337%	–
Taxi	134.4	2181%	265%
Car	128.6	43%	805%
International/ Long-haul flight	527.5	125%	242%
Short-haul flight	95.9	172%	-87%
Domestic flight	33.7	6%	-88%
Bicycle	0.1	–	–
Total	1,451.6	90%	2%

Table 19: UK&I business travel per mode of travel compared to previous years (miles/capita)



Detailed Performance (UK&I)

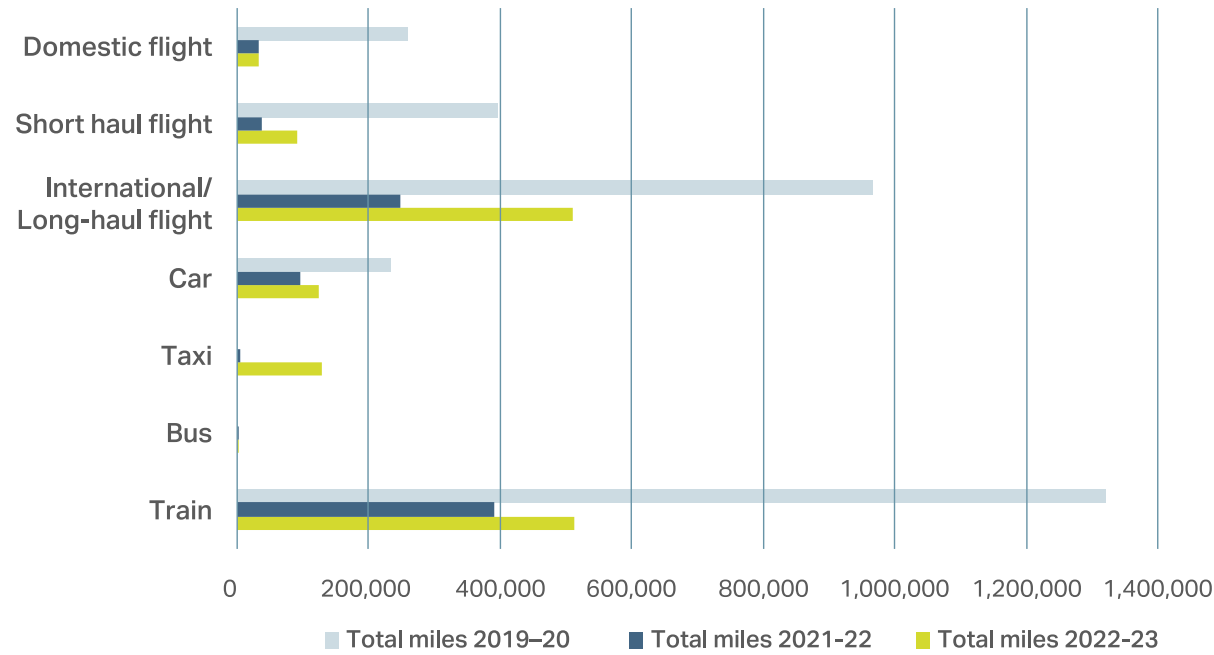


Figure 15: Total business travel miles per mode of travel (UK&I)

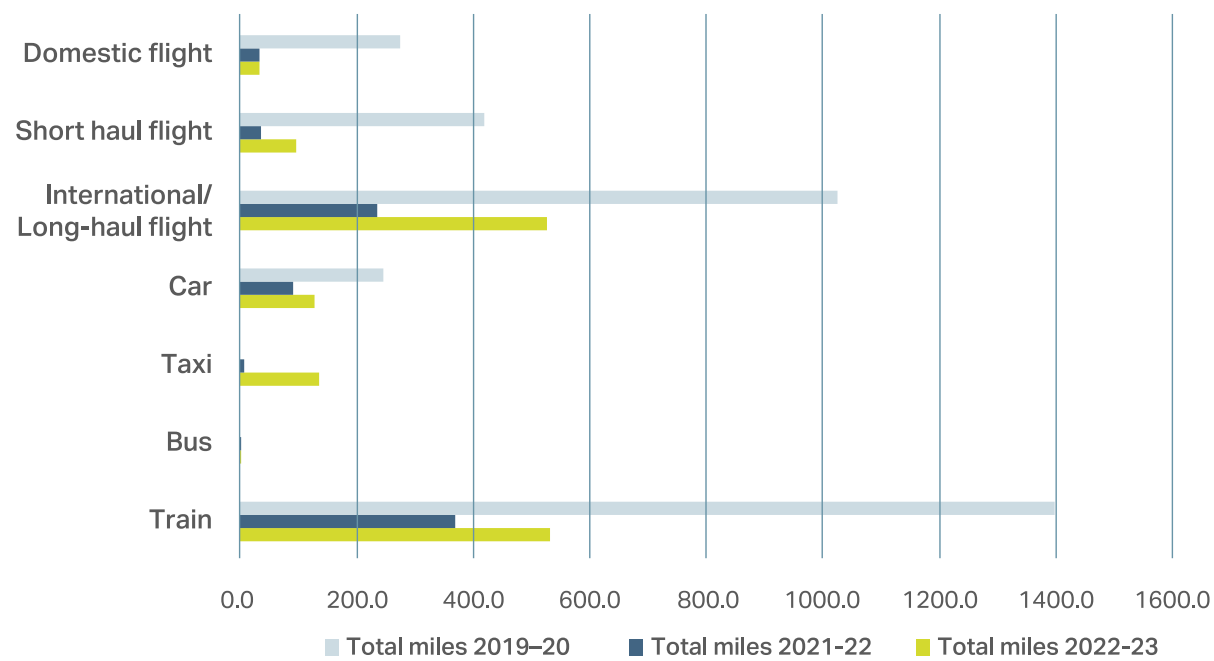


Figure 16: Total business travel miles per capita (UK&I)

Mode of travel (UK&I)	Business travel emissions per capita (kgCO ₂) 2022-23	Business travel emissions per capita (kgCO ₂) 2021-22	Business travel emissions per capita (kgCO ₂) 2019-20
Car	11.7	27.5	-2%
Taxi	0.1	0.8	-
Bus	28.0	0.0	127%
Train	34.6	9.1	450%
Domestic flight	223.8	5.4	392%
Short-haul flight	28.8	3.7	-84%
International/Long-haul flight	14.8	29.8	-87%
Hotel	99491.6	-	-

Table 20: UK&I business travel emissions per capita per mode of travel

Mode of travel (UK&I)	Business travel emissions per capita (kgCO ₂) 2022-23	% change over 2021-22	% change against 2019-20
Total emissions from business travel kgCO ₂ e	330,042	354%	-8%
Emissions from business travel per capita kgCO ₂ e/capita	341.69	348%	-7%

Table 21: UK&I total business travel emissions (FY 2022-23)

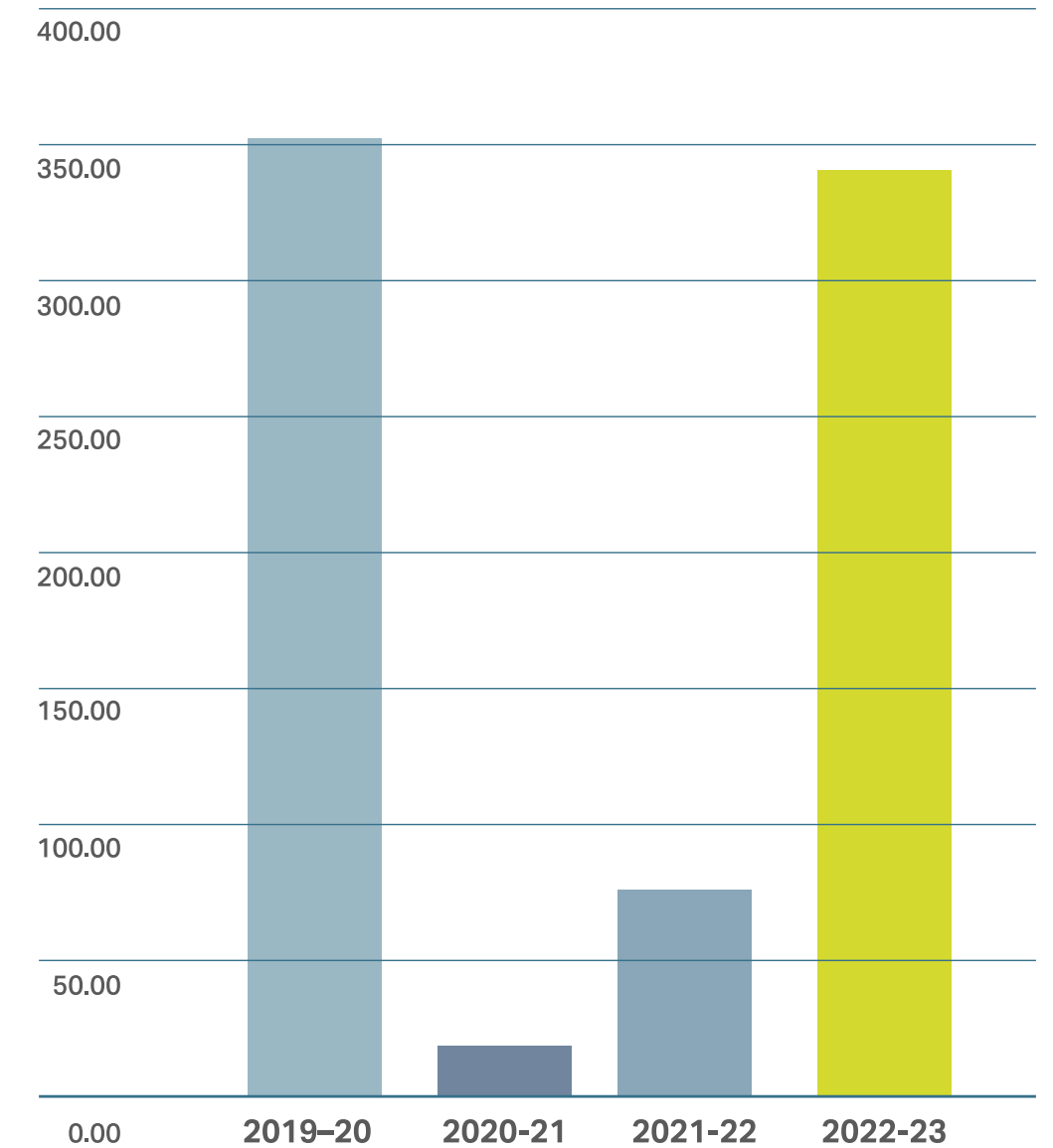


Figure 17: UK&I total emissions from business travel per capita

6.4.3 Materials and Waste

All of our UK&I studios have in place robust waste management procedures to ensure that we are accountable for the waste we produce and make every effort to maximise waste diversion from landfill. Waste management procedures vary considerably between each studio depending on the waste management available in the area. For example, in some studios comingled waste is collected for sorting and recycling off site, whilst in other studios waste is separated at source.

In our Sheffield studio, un-recyclable waste feeds into the local Veolia district heat system that supplies our building with heat,

and in London our chosen waste contractor First Mile collects waste and converts it to energy to power London homes.

As would be expected with the increase in staff using our studios, the overall volume of non-electrical waste produced has increased compared to last financial year. While we have seen increased waste compared to last year, our data shows that non-electrical waste streams saw a decrease of 31.8% when compared to our baseline year, 2019–20. We hope to encourage reduction of waste streams over the next financial year through our continual improvement process as set out in our environmental management system, and through setting specific waste targets, separate to our overall scope 3 emissions target.

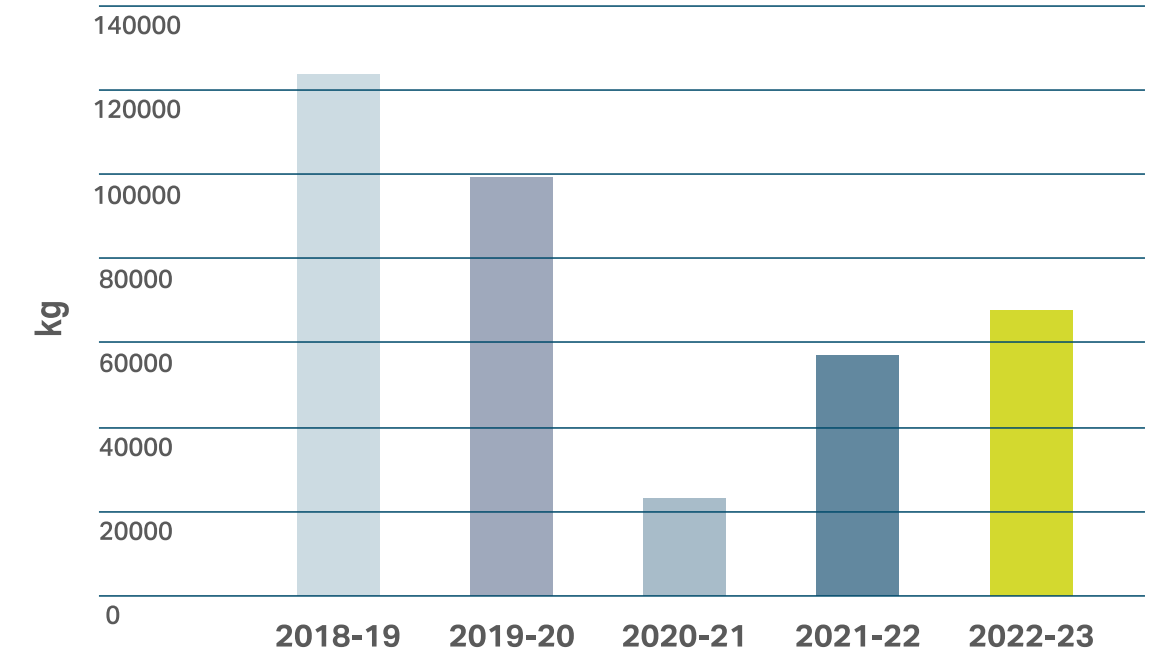


Figure 18: Total non-electrical waste in kg (UK&I)

Waste – UK&I		2022–23	% change over 2021–22	% change against 2019–20
White paper/Cardboard	Kg	1,868.4	24%	-74%
Comingled recyclables (plastic)	Kg	23,459.22	-6%	-56%
Glass	Kg	60	500%	-28%
Organic waste	Kg	28,282	18%	24%
General waste	Kg	13,966.83	110%	-6%
Printer cartridges	Units	98	880%	-19%
Mobile phones	Units	54	500%	1700%
Computers	Units	231	-28%	950%
Printers	Units	4	33%	Increase from zero
Batteries	Kg	12.1	-61%	-64%
Other WEEE	units	1,870.53	-66%	361%
Total non-electrical waste	Kg	67,636	18.4%	-31.8%

Table 22: UK&I waste streams compared to previous years (FY 2022–23)

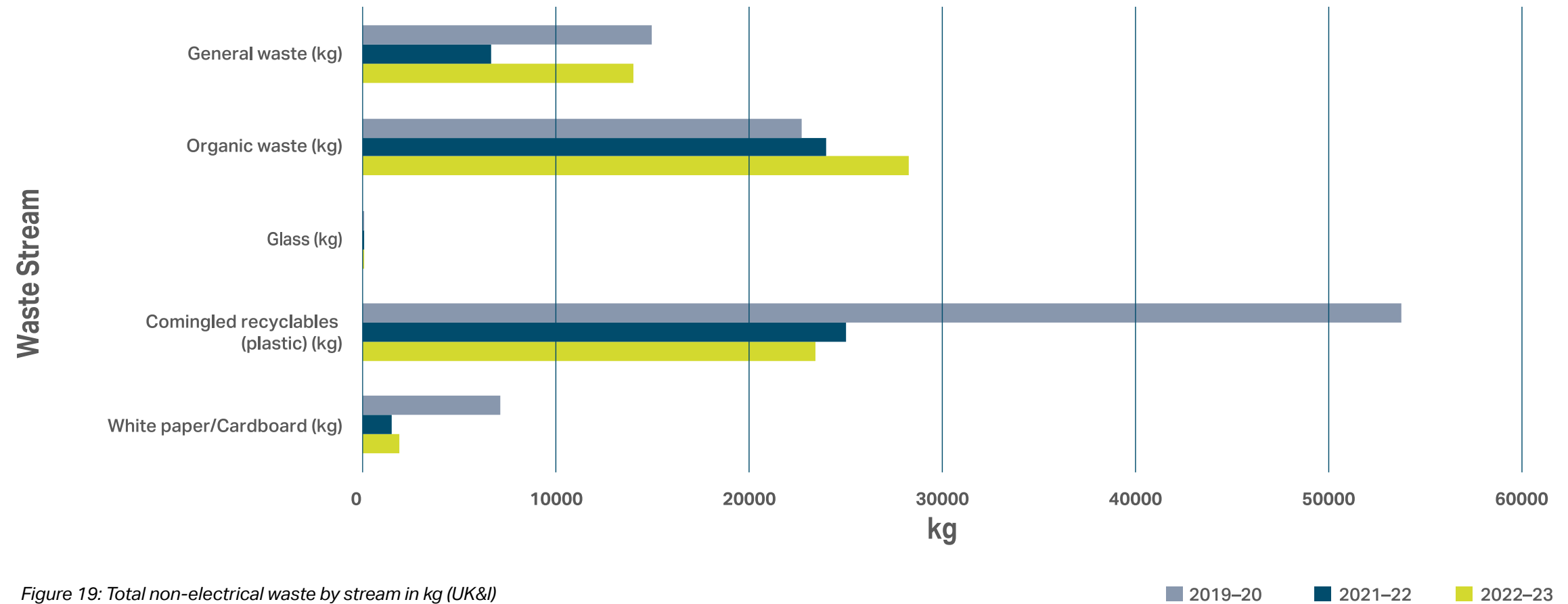


Figure 19: Total non-electrical waste by stream in kg (UK&I)

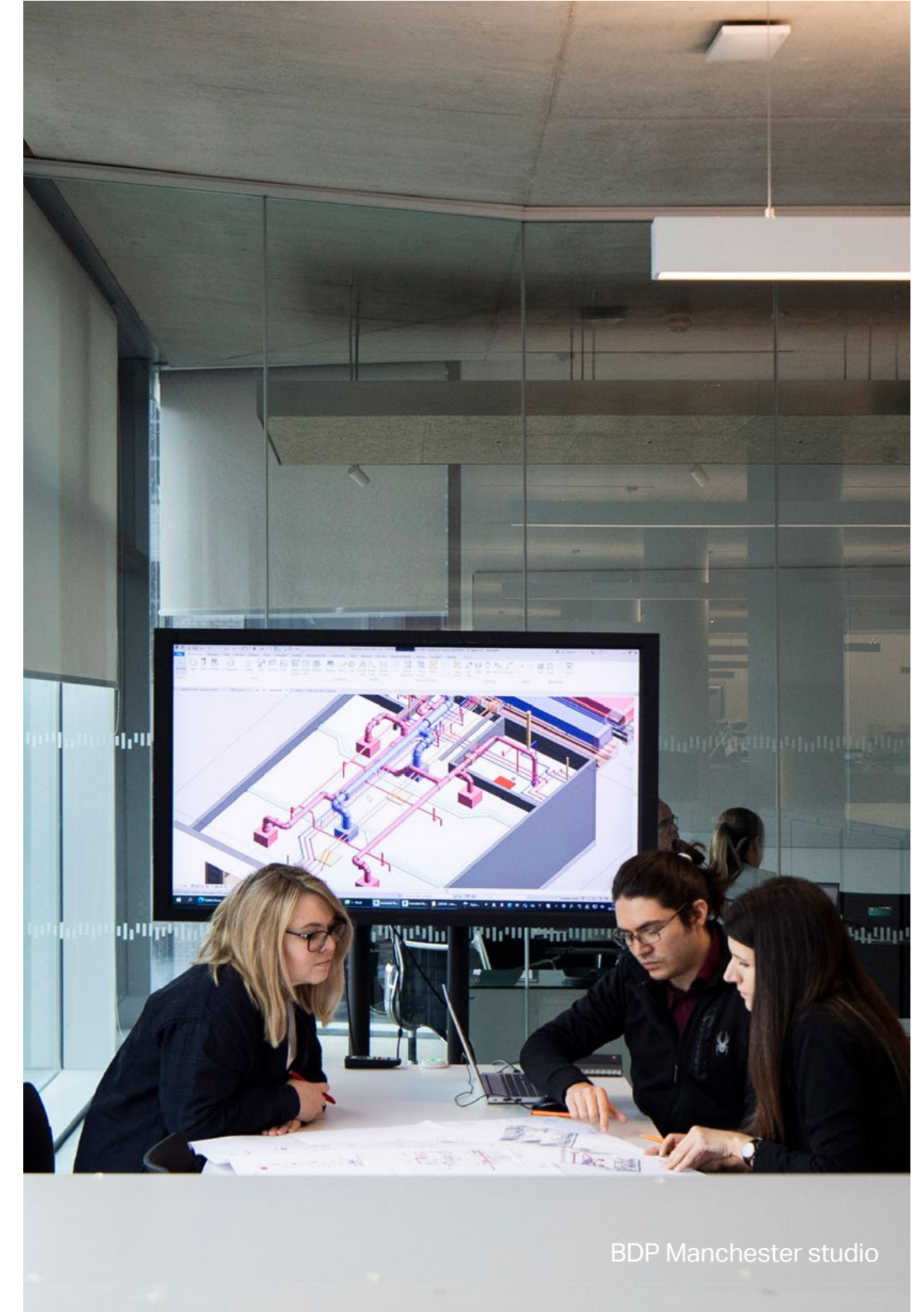
6.4.4 Purchased Goods and Services

In line with our validated scope 3 reduction science-based target, ISO 14001 and ISO 50001 requirements, and the BDP Responsible Procurement Policy, BDP has continued its commitment to a responsible and environmentally conscious procurement process which requires consideration of the following when making procurement decisions:

- The environmental impact of goods or services in their manufacture.
- The energy performance of any new electrical or mechanical item.
- The life cycle cost of the item, factoring capital cost, maintenance implications, replacement cost and end of life disposal.
- Ethical sourcing of products and services, to ensure that employees are treated fairly and that materials are obtained legally.
- Supply-chain management to ensure that value is maximised through purchasing power.
- Legal compliance.

BDP has put a strategy in place which involves the use of the BDP Decision Record to compare at least three different models when studios are purchasing individual energy consuming items such as kettles, toasters, TV screens. Where there is an energy saving available, the more energy efficient model is selected, unless there are other significant reasons for selecting an alternative (e.g. dimensions / availability of space).

We have also continued the use of the BDP Supplier Questionnaire which includes environmental questions and is sent to any new supplier of goods or services. This supplier questionnaire is due to undergo updates in the next financial year, to reflect the variety in levels of supplier. We are proposing a more detailed environmental and social questionnaire which will better reflect BDP's values and ensure our supply chain consists of suppliers who share these values and objectives. This will also assist in providing more accurate quantification of our scope 3 emissions.



BDP Manchester studio

Over the FY 2022–23 we have seen an overall increase in our studio consumption metrics relative to FY 2021–22 which is attributed to the increased intensity and use of our studios following the full implementation of the BDP Hybrid Working Policy. We have however continued to reduce our impact on the environment through studio-based interventions and will continue to do so across the next financial year.

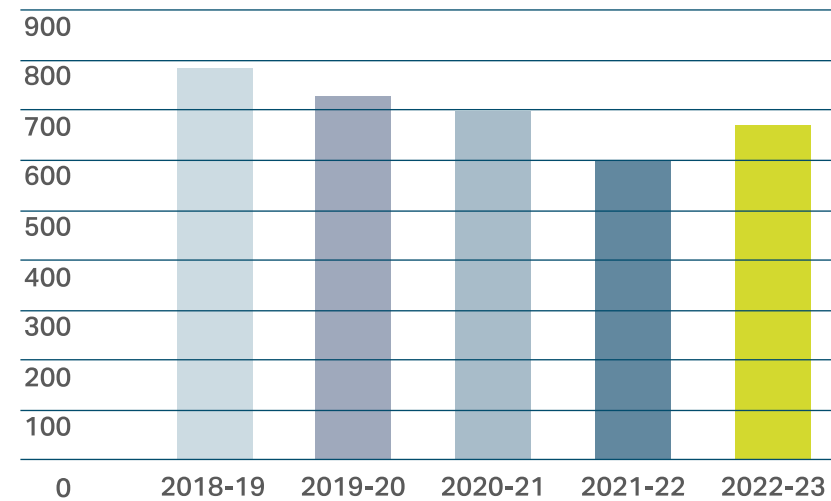


Figure 20: UK&I Gas consumption per capita (kWh/capita)

Gas consumption per capita has increased by **11.5%** compared to the previous FY 2021–22, and decreased by **8.3%** compared to our baseline year, 2019–20.

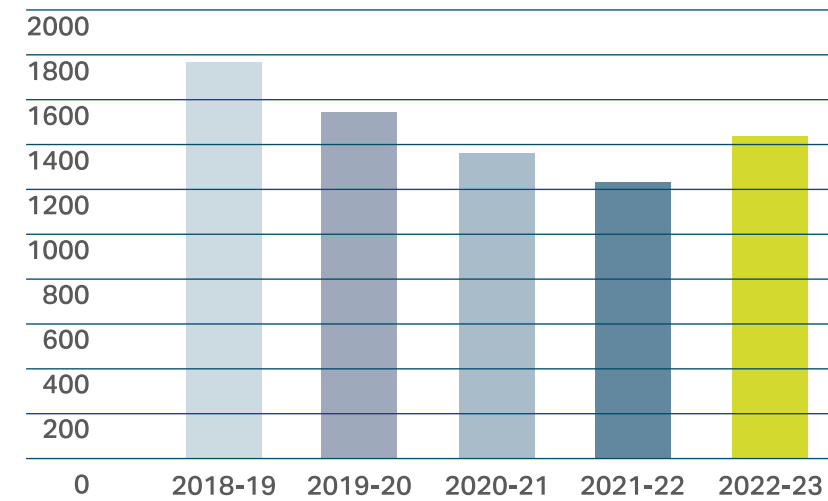


Figure 21: UK&I Total Electricity consumption per capita (kWh/capita)

Electricity consumption per capita has increased by **16.9%** compared to the previous FY 2021–22, and decreased by **6.4%** compared to our baseline year, 2019–20.

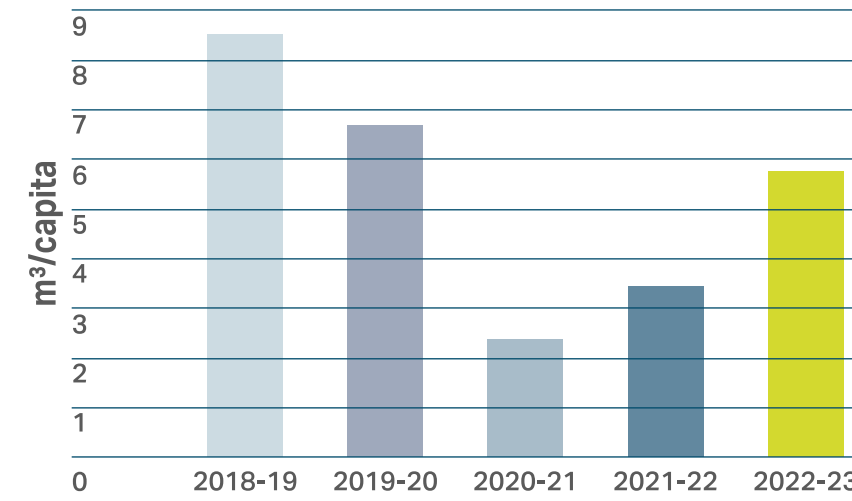


Figure 22: Water consumption per capita (m³/capita) across past five years (UK&I)

Water consumption per capita has increased by **68.7%** compared to the previous FY 2021–22, and decreased by **13.5%** compared to our baseline year, 2019–20.

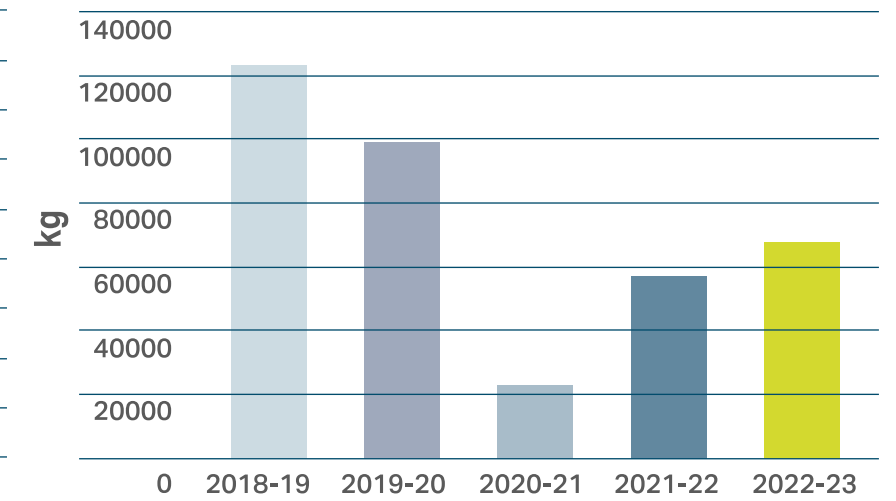
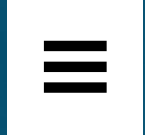


Figure 23: Total non-electrical waste UK&I (kg)

Non-electrical waste has increased by **18.4%** compared to the previous FY 2021–22, and decreased by **31.8%** compared to our baseline year, 2019–20.



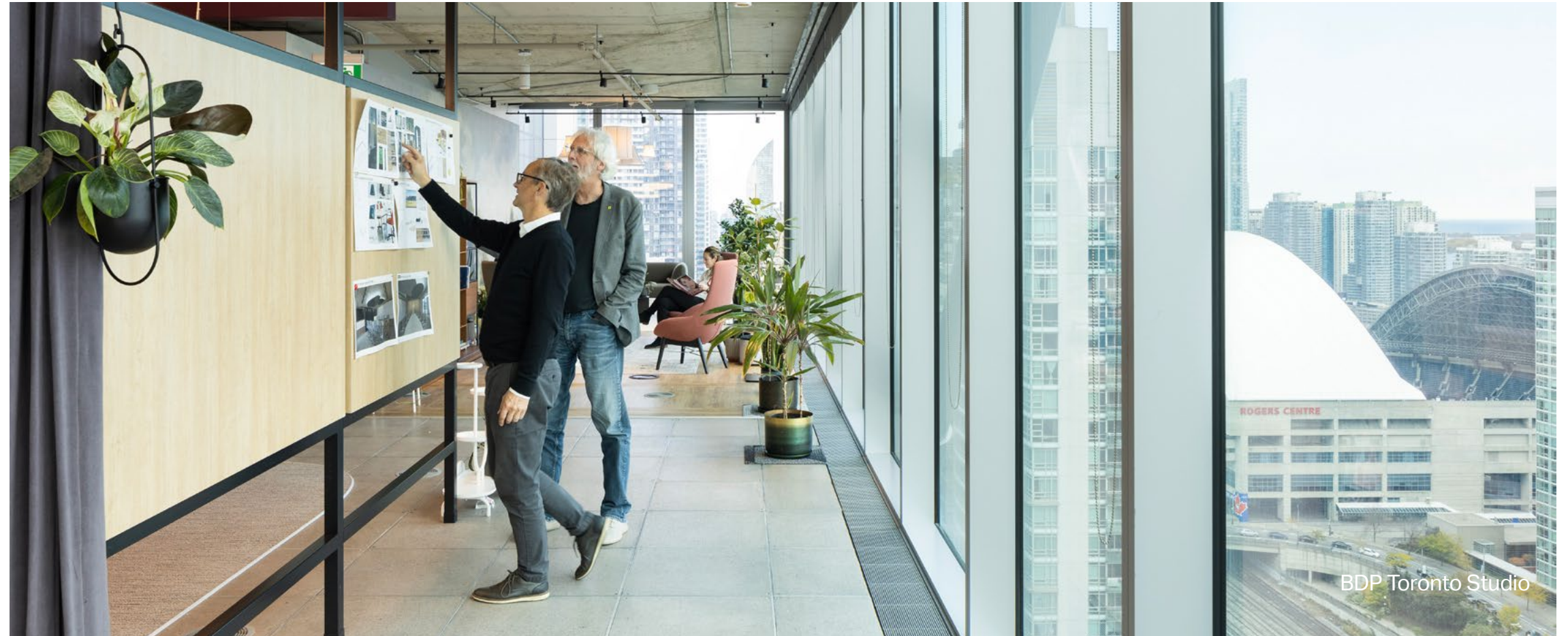
Environmental Management and Social Impact Report 2022–2023

7 Detailed Performance (International)

7.1.1 International Studios

We have expanded our studio consumption monitoring across our international studios wherever possible. Our international studios do not have gas connections, and often waste and water are included in service charges and can be difficult to measure in small, shared office spaces. Therefore, we monitor and report electricity consumption data as an available, accurate metric which can be compared across our international studios. The four international studios shown are the studios in which we can obtain electricity consumption data. Our other international studios are not shown as these use estimations based on floor area to determine an estimated scope 2 emissions value for science-based target calculations. As stated in our long-term goals and action plan for next year, we will continue to include available data from our international studios in our annual reporting, both for our own analysis and for our disclosure against our science-based targets.

The electricity consumption and emissions data are shown in table 23. The carbon intensity of each country's electricity varies as shown in the difference between the consumption (kWh) and the associated emissions (kgCO₂e). The carbon conversion factors used for the international electricity emissions are detailed on page 24.



	Shanghai	Abu Dhabi	Rotterdam	Toronto
Electricity – kWh	46,010	72,248	16,012	574,084
Electricity per capita –kWh/capita	1,308	3,959	1,281	2,385
Electricity emissions (kgCO ₂ e)	22,291	29,195	4,745	17,223
Electricity emissions per capita (kgCO ₂ e/capita)	634	1600	380	72

Table 23: Studio electricity consumption and emissions (FY 2022–23)



Detailed Performance (International)

The data shows that our Abu Dhabi studio has the highest emissions and consumption per capita – likely due to air conditioning requirements in the studio located in an area of warm climate, and the high carbon mix of the UAE grid electricity supply. As mentioned, we will be focussing on the Abu Dhabi studio to reduce our scope 2 emissions as one of the studios which is not currently procuring electricity through renewable or zero carbon sources.

It is important to show the electricity consumption, and associated emissions in location-based format for our own internal monitoring processes and our ISO 50001 certification. While the market-based approach takes into account the carbon factor of the specific source of the electricity, it can be easy to ignore the electricity use completely if it is zero. Our Rotterdam studio procures electricity through a renewable source and hence the market-based emissions are zero. However, we should still be aware of the consumption so that we can encourage efficiency and improvements. This may not impact our progress towards our science-based targets but using less electricity, regardless of the source, is positive and shows environmental consideration.

All four studios show a reduction in emissions per capita compared to the previous year (FY 2021–22) evidence that our continued drive to reduce consumption is impacting our overall emissions and showing progress towards our objectives.

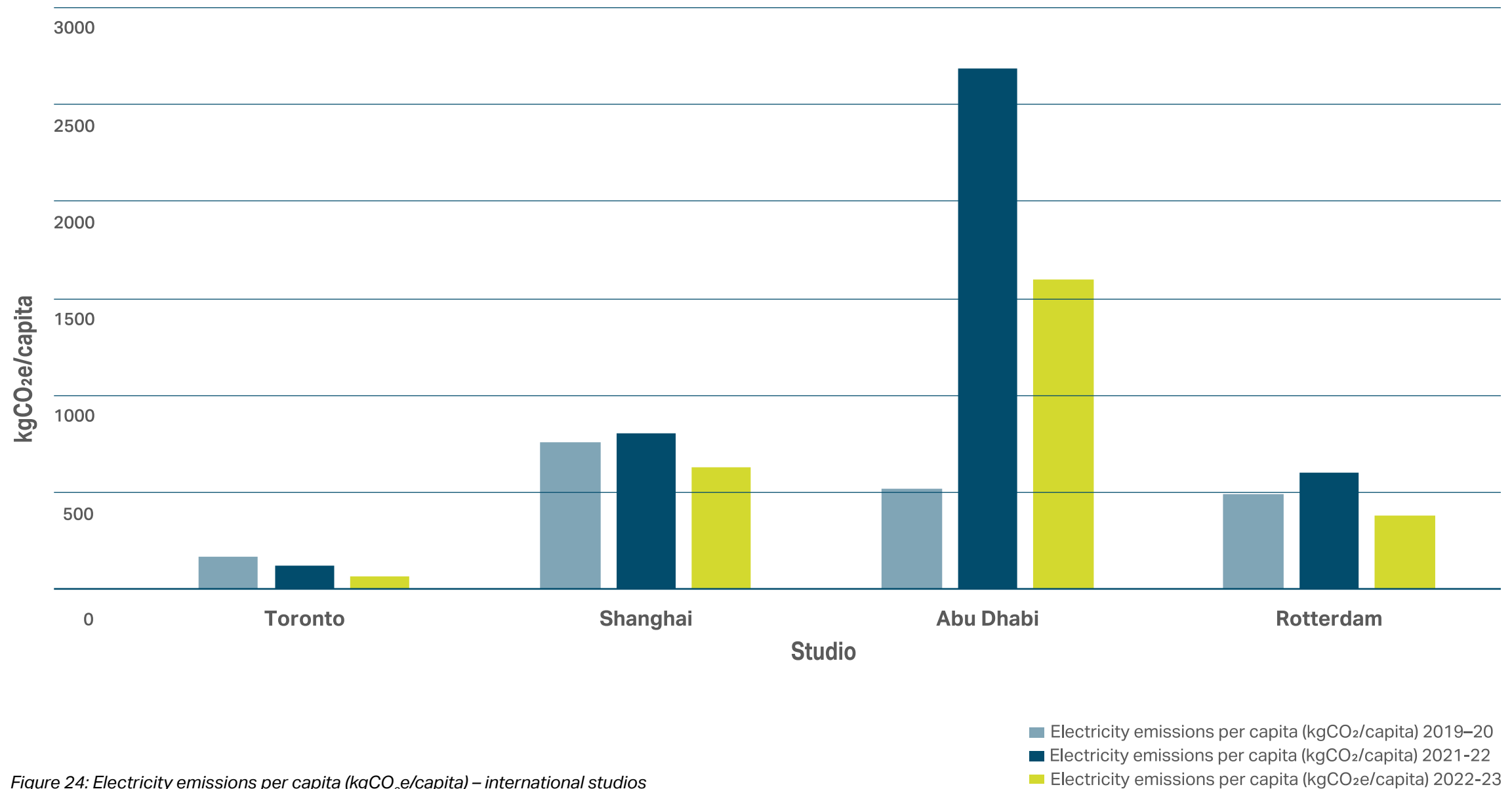


Figure 24: Electricity emissions per capita (kgCO₂e/capita) – international studios



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Consumption Targets

At the end of the 2018–19 FY, we concluded a five year reporting period from our 2013 baseline. Following the global pandemic, we have now returned to our studios and have set new performance targets to reflect, monitor and reduce our impact in line with our new way of working.

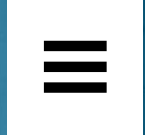
Setting science-based targets was an important first step but we are also committed to setting specific and more granular targets to drive reductions. These will look ahead to the next three years to ensure we are on track for meeting our science-based targets.

The following targets form part of our next three year cycle from FY 2022–23 to FY 2025–26:

- Reduction in gas consumption in line with science-based emissions target.
- 5% reduction in total energy consumption (kWh) from the FY 2022–23 baseline.
- 10% reduction in electricity consumption per capita (kWh/capita) from the FY 2022–23 baseline.
- Reduction in water consumption to 4.5m³ per capita.
- 20% reduction in total non-electrical waste (kg) from the FY 2022–23 baseline.
- 20% reduction in both total business travel emissions and per capita from the FY 2022–23 baseline.
- Following a staff commuting survey and calculated baseline, we propose to also set targets against this metric.



The Enterprise Centre, University of East Anglia



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Social Impact

9.1 United Nations Sustainable Development Goals (SDGs)

Quantitative Reporting

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

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

The 10 goals BDP aligns to most closely are:

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

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

These goals are highlighted below, with further detail on how we have contributed to each goal over the FY 2022–23, and our commitments against each goal for the FY 2023–24.



9.1 SDGs

BDP's 2022–23 UK&I Social and Environmental Impact in support of the UN Sustainable Development Goals



SDG 1

Through **BDP's Giving Isn't Seasonal campaign** staff donated food, sanitary and clothing items at collection points in our UK studios in Bristol, Birmingham, Glasgow, London, Manchester and Sheffield, supporting local **Trussell Trust foodbanks** and other charities fighting poverty and tackling homelessness, including **Pillion Trust** in London, **Barnabus** in Manchester, **Ben's Centre** in Sheffield.

In Canada staff participated in **CANSTRUCTION**, an event where teams are challenged to build structures entirely out of canned food, which are then donated to the **Daily Bread Food Bank of Canada**.

SDG 3

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

- Staff spent **838 hours** participating in **6 mental health webinars**, workshops
- **21 Mental Health First Aiders**
- SMART Cycling
- Private Medical Insurance
- Health screening
- Sport and Social clubs

SDG 4

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

SDG 5

Increased maternity leave and pay by 235%
Increased paternity leave and pay by 400%

Policies created to support the gender balance:

- Menopause policy
- Menstruation policy

SDG 7

61.6% of global electricity consumption was renewable, and
68.2% of UK&I electricity was renewable.

** Our Manchester studio is on a zero carbon tariff but as this is sourced through nuclear energy it is not technically renewable despite having 0 kgCO₂e emissions. Therefore we have classed Manchester consumption as non-renewable.*

SDG 8

Globally we have welcomed and employed:

- 37 graduates**
- 16 apprentices**
- 14 Co-op students**
- 73 work experience students**

SDG 9

Launched and developed our **Scaling Sustainability initiative** on BDP's innovative research platform, BDP Lab.

Staff has contributed **29 innovative ideas** from which

5 are about to be implemented.

SDG 11

Our formal partnership this year included:

- **Regeneration Brainary**
- **BPIC**
- **Open City Accelerate**
- **New London Architecture**
- **Blueprintforall**
- **RIBA**

BDP's Charitable contributions
£47,873

Through the **One Day for All** initiative, BDP Quadrangle studio members in Canada volunteered in a **Ramp Painting Day with StopGap Foundation!**

SDG 12

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

45.2% reduction in total non-electrical waste across UK&I compared to FY 2018–19

SDG 13

Scope 1 emissions and scope 2 in consumption Business travel compared to 2018–19

FY 2022–23
18.5% reduction in UK&I electricity consumption per capita compared to FY 2018–19

14.9% reduction in UK&I gas consumption per capita compared to FY 2018–19

32.3% reduction in UK&I water usage per capita compared to FY 2018–19

56% reduction in total UK&I business travel miles compared to FY 2018–19

9.1 SDGs

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



SDG 1

Opportunities for staff to support communities and work towards our common goal of

'No Poverty' including:

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



SDG 3

Provide continued support for our staff and a variety of

Health and Physical, Mental, Nutritional, Social and Financial Wellbeing

initiatives available for everyone at BDP including:

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



SDG 4

Invest in our people is one of the key themes in our Group Strategy.

Our vision is to develop a vibrant and inclusive community of colleagues, with space for growth and opportunities globally and locally.

BDP is committed to provide continuous **development opportunities**, including **CPDs** and **Chartership** to upskill our staff.



SDG 5

Analyse our gender balance data in more granular detail, to make our data more visible and ensure accountability by our leadership group. This will allow us to explore trends and take positive actions to deal with key issues.

Our Priority Project Groups focusing on Gender Equity helps to maintain the momentum to drive our culture change programme to achieve our aims and **become a more inclusive organisation.**



SDG 7

Achieve annual carbon neutrality of our scope 1 and 2 emissions from FY 2025.

Become a net zero carbon organisation by FY 2045.



SDG 8

BDP Multidisciplinary Work Experience Programme for 2024.

Apprenticeship opportunities across the UK in multiple professions.

Inclusive recruitment practice.

Improve BDP's social impact through measuring and recording impact and through Social Mobility initiatives in our local communities.

We align our work and our business with the SDG 8.7, which seeks to **end Modern Slavery and Human Trafficking.**



SDG 9

BDP Lab Goals:

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



SDG 11

Partnership with charities, local communities and NGOs to reach our goals: to maximise our positive impact in society and minimise our negative.



SDG 12

Minimise wasteful use of resources in architecture and urban planning, both in quantum and in detail.

Collaborate with engineers, contractors and clients to further reduce construction waste.

Our commitment to adaptive reuse and heritage regeneration is about providing a building with a new purpose whilst enhancing its social, physical and historic value and relevance to today's society.

BDP commits to increase active annual sourcing of **renewable electricity** to

100% by FY 2026

and continue annually sourcing 100% renewable electricity through FY 2030.



SDG 13

According to our verified science-based targets:

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

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

9.2 Supporting Local Communities



BDP's Charitable contributions:
£47,873



Giving Isn't Seasonal collection at the BDP Glasgow studio

UK:

In November, men from the London studio participated in **November** and grew moustaches raising **£1414 for the November Foundation**, the charity engaging men in conversations about their health, raising awareness around stigmas like mental health, and encouraging them to take action for a healthier lifestyle.

In December, the London studio has supported **Save The Children's Christmas Jumper day** initiative.

January 2023 the practice launched its **Giving Isn't Seasonal** campaign encouraging colleagues to donate food, sanitary and clothing items at collection points in our UK studios. These donations support local **Trussell Trust foodbanks** and other charities fighting poverty and tackling homelessness, including **Pilion Trust** in London, **Barnabus** in Manchester, **Ben's Centre** in Sheffield.

In April BDP staff took part in the **The WOW Barn** project as part of **Leeds 2023 Year of Culture**. A barn that accommodated the WOW Barn Festival was built by 300 women, girls and non-binary people in a spectacular 24 hours on Cinder Moor in Leeds.

Over the UK summer, employees raised **£995 for AKT**, an LGBT+ Youth Homeless charity. Our Dublin studio fundraised for **BeLonG To**, who work with young LGBTI+ people, between 14 and 23 years, to create a world where they are equal, safe, and valued in the diversity of their identities and experiences.

Canada:

In October, through the **One Day for All** initiative, BDP Quadrangle studio members volunteered in a **Ramp Painting Day with StopGap Foundation!** Those involved experienced a hands on experience to paint ramps for communities that have single-stepped entryways. They enjoyed a one-hour 'lunch and learn' where Luke Anderson hosted a presentation on the topic of disability, access, and inclusion, as well as barrier free design, empowering language use, unconscious bias, and the StopGap story.

In May staff participated in **CANSTRUCTION**, an event where teams are challenged to build structures entirely out of canned food, which are then donated to the **Daily Bread Food Bank of Canada**. This unique opportunity allowed us to showcase our talent, imagination, and commitment to making a positive difference

in the lives of those in need. More than 57,000 cans were donated by all the firms involved in the competition this year, with 3,431 cans specifically by BDP Quadrangle.

In June 2023 BDP Quadrangle participated in the **Bike for Brain Health** on the Gardiner and Don Valley Parkway to raise funds for dementia research at **Baycrest Health Sciences Centre**. In June, in support of **Scarborough Health Network**, a team donation was made during a Zoo Day.



CANSTRUCTION 2023
#HEALTHYMEAL

9.3 Gender Equality



Companies are required to report on their gender pay gap in the UK. BDP has developed an action plan to address our gender pay gap. This plan involves not only changes affecting visible financial status and benefits, but aims to deliver culture change across our business.

BDP increased its shared parental leave, its maternity leave and pay by 235%, its paternity leave and pay by 400% and created a number of policies and guidance documents in the UK&I to support gender balance, including:

- Enhanced maternity, paternity and shared parental paid leave
- Menopause policy
- Menopause support guide for managers
- Menopause support guide for employees
- Menstruation policy
- Menstruation support guide for employees and managers
- Parent to Parent Tips Booklet
- Inclusive Events Guide
- Menopause awareness training module

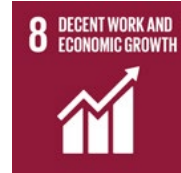
Our UK Gender Pay Gap Reporting Statement can be read here:

https://www.bdp.com/globalassets/_documents/gender-pay-gap-report.pdf



BDP Bristol studio

9.4 Employment and Skills



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

- Operate **hybrid and flexible working policies, and are a Living Wage Accredited Employer**. We apply this standard to all staff over the age of 18, including directly employed staff, contracted staff and sub-contracted staff such as caterers, cleaners, and security and ask our suppliers to comply with Living wage guidelines.
- Are a **Social Mobility Employer**. We signed the Social Mobility Pledge and are working towards continuously improving outreach, access and recruitment from a socio-economic background perspective.
- **Operate an inclusive recruitment practice** consisting of training hiring managers and the active use of BDP's Inclusive Recruitment Toolkit.

BDP's Inclusive Recruitment Toolkit is a quick reference guide to help recruiters and hiring managers attract a diverse talent pool and avoid bias in their hiring decisions. It begins by asking recruiters to ask themselves if they have a vacancy and if so, what this looks like and if they could use the opportunity to recruit a new skill set or adjust the structure. It then moves on to hiring managers and reminding them that the more diverse the team of hiring managers are, the more likely they are to ensure an inclusive process, and how cascading the responsibility of hiring is likely to develop the team.



Regeneration Brainery engagement at the BDP Manchester studio



Proud to be a Social Mobility Employer



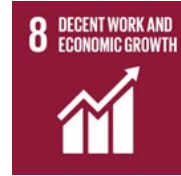
Partnership
Partner with schools or colleges to provide coaching to people from disadvantaged backgrounds.

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

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



9.4 Employment and Skills



In September 2022 BDP gained **Supporter** status with the **Greater Manchester Good Employment Charter** and in March 2023 we were accredited by the **Good Work Standard in London**. Both awards assess employer policies practices and processes in a range of areas, such as diversity and inclusion, recruitment, and employee engagement. These accreditations reflect the efforts of our employee networks to date, and the **Inclusive Recruitment Toolkit** developed last financial year in particular was noted as an example of best practice by the Good Work Standard.

We aim to establish inclusive pathways into the design and development processes to enable people to find routes into an increasingly diverse and inclusive industry.

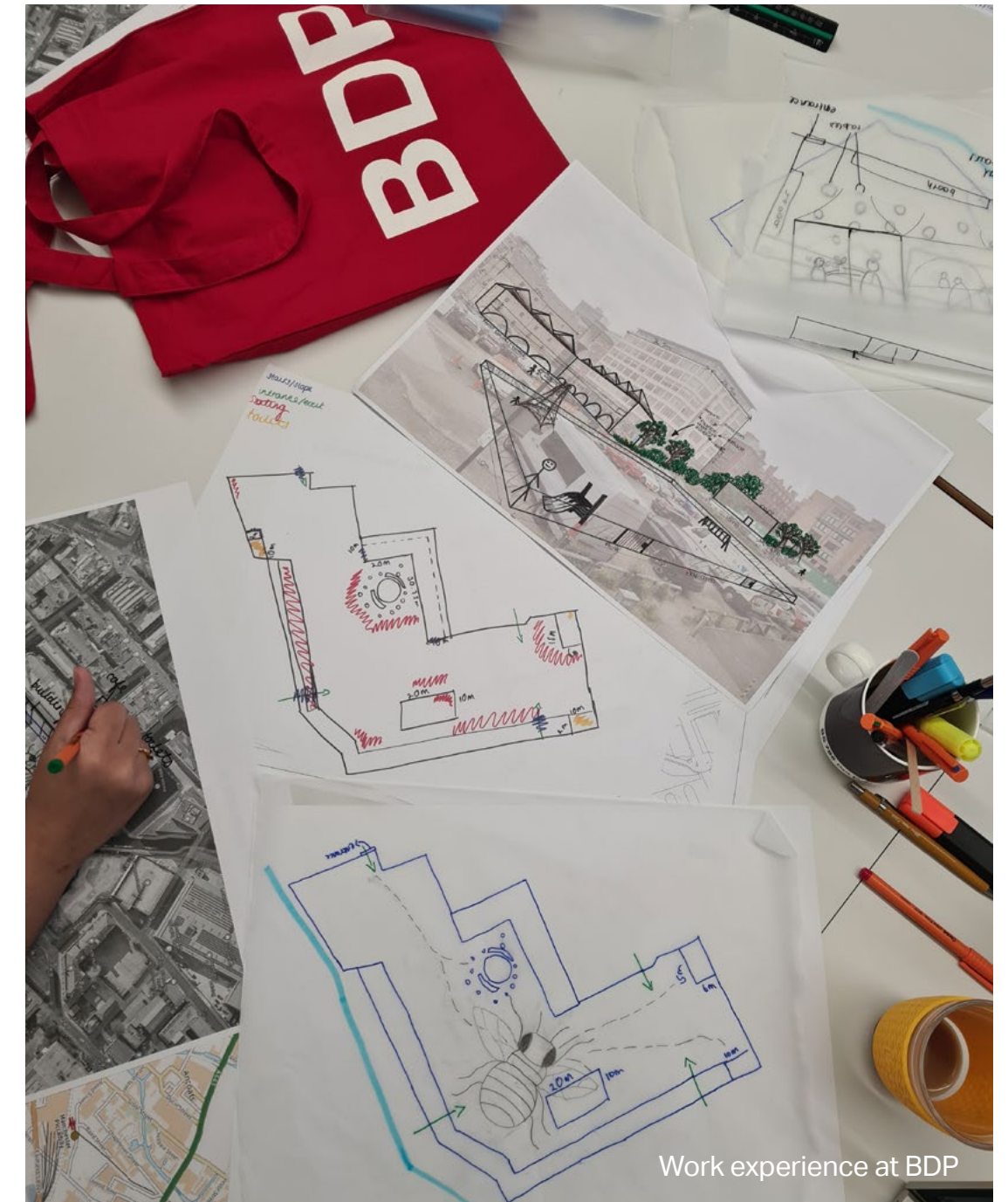
BDP is active in the **Technical Apprenticeship Consortium**, bringing people from diverse backgrounds into construction and supporting their learning.

We engage with councils to understand local skills shortages/ local needs analysis. Our Social Value Lead sits on the **City of London Skills for a Sustainable Skyline Taskforce** to address gaps locally and nationally identified by our CoL client and to influence change in the Built Environment sector.

The unique NEC4 Alliance contract that BDP has with **Sheffield Hallam University**, CBRE and BAM creates jobs, apprenticeships and cross-company work placements every January.



Outreach workshop delivered by the BDP Sheffield studio



Work experience at BDP

9.5 Outreach and Partnerships



Our outreach activities are focused on helping ensure barriers to the design industry especially around protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation) and socio-economic background are reduced. We work with charities and third-party organisations to ensure our industry becomes truly inclusive and diverse. In 2022–23 our formal partners included:



REGENERATION
BRAINERY

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



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



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



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



RIBA EDI
Working together to address and lessen the barriers to entry and progression in the architect profession, particularly those impacting individuals from under-represented and under-recognised groups.



PLACED Academy
PLACED is an award-winning social enterprise that helps engage people of all ages and backgrounds in planning and design. We bring local people, developers, designers and decision makers together to share a conversation and explore ideas. BDP has been working with them to share skills from our business. Staff participated in evening sessions such as a zoom meeting in which six ambassadors presented a portfolio of their work and answered questions from the students about their work, projects, and professions.



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

9.6 Equality, Diversity and Inclusion



BDP's commitment is to create an equitable, inclusive and diverse organisation where everyone has a sense of belonging, feels respected, valued and able to achieve their full potential.

Our BDP Belonging network operates in UK, Ireland and Canada, and represents all areas of diversity. It is steered by a group of employee representatives from across the practice to define and drive forward our equity, inclusion and diversity agenda. BDP Belonging provide guidance and advice to the business related to strategy, policies, recruitment, education and training to ensure we achieve greater inclusivity and understanding across the practice.

In September 2022, we launched our internal '**BDP Belonging: Our Progress**' document to highlight all of the incredible achievements in the first 18 months since BDP Belonging launched. Going forward, annually, we will be sharing BDP Belonging Year in Review to look back on the previous 12 months. This will celebrate our successes as well as ensuring transparency on our Equality, Diversity and Inclusion (EDI) progress, as we strive to create an inclusive workplace where everyone has a sense of belonging.

In 2022–23 we identified and supported the following themes as priorities to address under-representation:

- Lack of black representation
- Gender imbalance at leadership levels
- Supporting our LGBTQ+ community
- Enhancing social mobility
- Supporting families

As priority projects, we are currently reviewing:

- Recruitment processes and policies
- External identity

Our future plans

We plan to explore extending our BDP Belonging network globally. As the strategy develops we will choose priority projects based on issues identified, feedback from our network and external factors.

Our aim is to offer continuous learning and development in this area through internal training modules specifically designed in line with our strategy to cover all aspects of EDI.



9.7 Life at BDP



Engagement and motivation

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

Wellbeing and employee support

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

A significant part of employee support comes in the form of an external Employee Assistance Programme '**Health Hero**' whereby staff have access to an independent, free and confidential service covering Debt/Finance, Family, Health, Legal and Counselling.

We also operate **Sport and Social Committees** in every studio with an active calendar of sport and social events for staff.

GGB Awards

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

GGB Award

Awarded to the best completed project. All work is welcomed, whether undertaken on a multi or mono-profession basis. The only criteria is that projects are completed and in use.

Sustainability Award

Awarded to the best completed project that has delivered a creative and comprehensive response to the climate and biodiversity emergency, furthering the capability and expertise of BDP.

Best Photograph and Best Drawing Award

Awarded to the best photograph and best drawing selected from the projects submitted for the GGB Award.



WOW Barn Leeds 2023



Winner of GGB Award 2022 – Leighton House Museum, London

9.8 Creating Change in the Design Sector



Designers and creative thinkers are in the unique position to challenge what stories we choose to tell. Yet, creating purposeful, inclusive imagery requires conscious effort – and many don't know where or how to begin.

To help encourage this change, in 2022 BDP's specialist inclusive design consultancy, Human Space and BDP Belonging (our EDI network) collaborated to create a best practice guide to provide our designers with direction on how to create more thoughtful and diverse images that are representative of the communities we design for.

In 2023 we launched our full **External Guidance for Inclusive Visualisations**, for designers across the built environment to use freely, and to help critically examine how they can tell inclusive stories within visualisations, illustrations, and graphics.

BDP has partnered with RIBA Journal on the **MacEwen Awards** since its inception. The annual award is recognising architecture for the common good and highlights buildings and places demonstrating a clear social purpose, which enhance the lives of people who use them.



SITTING (front / angle)	WALKING (front / angle)	STANDING (front / angle)	VISIBLE DISABILITY	PAIRS & GROUPS



Environmental Management and Social Impact Report 2022–2023

10 2023–2024 Action Plan



10.1 BDP-wide Action Plan

We have set broader environmental and social targets for the next FY and beyond, including:

- Make progress towards our validated science-based targets.
- Make progress towards our studio consumption targets.
- Achieve carbon neutrality of our scope 1 and scope 2 emissions from 2025 through robust offsetting. Whilst our ultimate goal is to be a net zero organisation and to reduce our emissions as far as possible, carbon offsets will provide an opportunity to help mitigate our impact in the short term.
- Become a net zero organisation by 2045, with a view to doing so in accordance with the science-based target initiative Corporate Net-Zero Standard. Having set our near-term target to roughly halve emissions before 2030, this long-term target would require us to cut all possible emissions (at least 90%) before 2050. To align with this standard, a company must then only use permanent carbon removal and storage to counterbalance the final 10% of emissions.
- Extend our ISO 50001 certification to additional (satellite) UK studios as part of our ISO 50001 recertification.
- Increase our monitoring across international studios.
- Improve the accuracy of our scope 3 reporting and develop detailed monitoring across our scope 3 categories.
- Increase the percentage of our international studios on renewable energy tariffs.
- Develop monitoring and processes around social value metrics.

10.2 Studio Action Plan

Each of our studios is unique and poses different challenges and opportunities in relation to environmental improvements.

Studio	Action Plan for the forthcoming year
Birmingham	<ul style="list-style-type: none"> • Review air conditioning sensor placement to reduce unnecessary use. • Investigate option to install zip tap in studio kitchenette.
Bristol	<ul style="list-style-type: none"> • Manage heat from PCs to direct heating in the winter and extract heating in the summer. • Install new, more energy efficient kitchen equipment as part of the kitchen refurbishment. • Continue discussions around gas reduction, water meter replacement and additional emissions reductions initiatives.
Dublin	<ul style="list-style-type: none"> • Investigate water meter on pipe feeding and leaving attic for hot water and bathroom water to review consumption. • Complete BDP studio Walkathon Competition.
Glasgow	<ul style="list-style-type: none"> • Investigate gas consumption reduction opportunities. • Use EU Eco label only cleaning supplies via new cleaning company.
London	<ul style="list-style-type: none"> • Investigate operation of BMS to identify improvements. • Investigate splitting of heating/cooling systems between floors. • Complete recommendations made in latest TM44 report. • Switch from disposable Vegware cutlery and cups to metal cutlery and reusable polycarbonate glasses.
Manchester	<ul style="list-style-type: none"> • Improve cycle facilities to encourage commuting by bike to the studio. • All electric and more energy efficient kitchen appliances to be installed as part of kitchen refurbishment. • Flush-out heating system to improve efficiency.
Sheffield	<ul style="list-style-type: none"> • Upgrade hybrid meeting situation in reception area with energy efficient equipment. • Discuss opportunities for biodiversity improvements such as a green roof with building landlord.
Toronto	<ul style="list-style-type: none"> • Work with base building to acquire access to live energy meters and track against science-based targets. • Improve waste tracking system to more accurately track waste consumption by type . • Increase accuracy of scope 3 data collection through surveys of top three contributors.
Other International	<ul style="list-style-type: none"> • Increase monitoring and accuracy of all data.