



The  
**chapmanbdsp**

Sustainability  
Charter

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**Report | April 2022**





# Foreword



“Our vision is to create beautiful, sustainable places, that protect people, nature and the planet. Through our charter, we set out our sustainability, social value and wellbeing priorities. This report celebrates our progress against the 12 commitments we made in 2021 and sets tougher targets for the coming year.”

*Susan Hone-Brooks*

**Susan Hone-Brooks** | Director of Sustainability

I’m delighted to welcome you to our first Sustainability Charter Report, published in the year our business turns 50.

The year chapmanbdsp was born coincided with the very first UN Environmental Conference, which was mostly concerned with chemical pollution and atomic bomb testing. Back in 1972 climate change hardly registered on the agenda and the world’s CO2 concentration stood at 325ppm, with human population levels a mere four billion.

Fast forward 50 years and the huge challenge we are facing is clear. Now, CO<sub>2</sub> concentration stands at a worrying 412ppm, with the population 7.9 billion and rising ever faster.

The recent International Panel for Climate Change (IPCC) report demands urgent action to counter this, saying ‘it’s now or never’ to save our planet and warning that we have less than three years

to reverse greenhouse gas emissions and set us on a path to safety.

A key point made in the report is that cities and urban areas produce 70 per cent of the world’s greenhouse gases, which makes our work and the legacy we leave with our clients, so very important. It is why our business exists, supported by the passion of our people.

In 2021, we set about refreshing and strengthening our charter areas around our vision, mission, and core values. This has taken us on a path to identify, embed and celebrate this important work and ensure our charter is at the heart of our business activities.

This report celebrates the success of this work, together with communicating our ongoing learning and development journey. A summary of our progress is provided overleaf.

We are surrounded by enormous challenges, the conflict in Ukraine, the COVID pandemic and the ever-present Climate Emergency.

But, as an independent, international consultancy with a pedigree of delivering challenging and creative environmental building services, we are well positioned to take on the trusted advisor role for clients, assisting them in reaching resilient and optimum sustainable solutions for reporting against the UK’s incoming six taxonomy areas.

The theme for Earth Day was ‘Invest in our Planet’ with the overall message to act boldly, innovate broadly and implement equitably. We are using this message to guide us on our journey to Earth Day 2023. I hope you enjoy reading this report.

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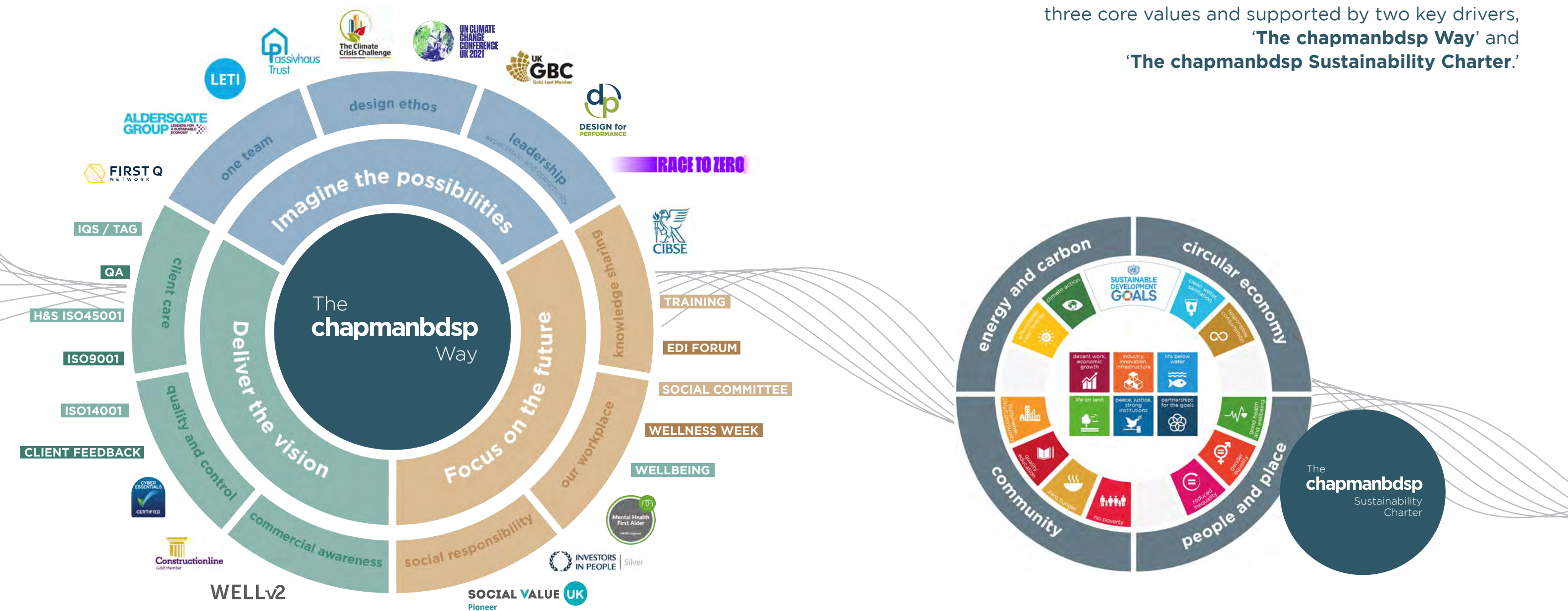
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# How the charter drives our business

At chapmanbdsp, we design beautiful places that protect people, nature and the planet. This vision is guided by our three core values and supported by two key drivers, **'The chapmanbdsp Way'** and **'The chapmanbdsp Sustainability Charter.'**



## Imagine the possibilities of what we can achieve together.

We are defined and inspired by the power of design and engineering and as an independent consultancy that places value on autonomy and creativity, we can really push the boundaries.

Our people influence decisions that protect and improve our environment, allowing us to create a sustainable legacy.

We celebrate our achievements, rewarding our team for their great work and fostering an environment of support, praise and recognition.

## Focusing on the future is fundamental to the success of our business.

We continue to adapt as we embrace new challenges, developing the company to suit our clients' needs.

Our long-term investment in processes, environment and technology enables our people to maximise their potential as trusted advisors and thought leaders.

We provide the tools, training, professional opportunities and best practice in our industry to develop lasting and meaningful careers.

## Delivering the vision for our clients is the benchmark we set.

By bringing together multi-disciplined and diverse project teams who empower one another and work efficiently, we rise to any challenge.

We recognise that outstanding client care and the level of service we deliver sets us apart from the competition.

We create a working environment that is agile and collaborative, allowing us to deliver excellence, irrespective of project size, location or value.

We bring our core values come to life through **The chapmanbdsp Way** - a guide for staff to understanding the philosophy and principles that underpin our business. Our Sustainability Charter, a five-year plan that aligns with our business strategy, plots our route to becoming a net zero company.

**The Sustainability Charter** sets out our environmental and social priorities and is evolved annually by all our people. We use it to prove we are a responsible business and so it covers our internal operations and project work (through our footprint, our handprint and our voice) and aligns with the UN's Sustainability Development Goals.

We report on our performance through an **annual report** which covers our four charter themes - energy and carbon, people and places, circular economy and community - with 12 commitments. It also incorporates all our CSR work like volunteering, charity and pro-bono work.

# Our sustainability journey

2019

Won the British Council of Offices Next Gen **Employer of the Year**

Nominated **BREEAM** awards

Britam Tower becomes first **EDGE rated** building in Kenya

Declared a **climate emergency** and joined Building Services Declare

2020

Launch of first **Environmental Charter** on Earth Day

Achieved Investors in People (**IIP**) **‘Silver’** status

Became delivery partner for Design for Performance initiative

Trained our first Passivhaus engineers

Joined the Aldersgate Group of UK’s **leading green businesses**

Became **UKGBC** Gold Leaf members

Won **BREEAM** award for LSE Centre Building Public Project – Post Construction

2021

Achieved UKAS approved **ISO14001 certification**

Became Social Value UK Pioneers

Made **net zero and SBT** commitments in Sustainability Charter

**Net Zero Status** for award-winning 100 Liverpool Street scheme

Corporate partner for the UKGBC Build Back Better Pavilion at COP26

Inputted into the UKGBC Whole Life **Zero Carbon Roadmap**

Signed-up to the Race To Zero and the Terra Carta

**RIBA Stirling Prize winner** – Town House, Kingston University

Attended Glasgow for **COP26**, with staff volunteering and reporting

**CIBSE** – Young Engineers Awards - Employer of the Year Winner

2022

Submitted SBTs for verification

Held our first **Sustainability Week**

**IIP ‘gold’** status targeted

**Well certification** for London office targeted







This area of the charter focuses on work which helps reverse the damaging impacts of climate change.

#### our footprint

Continue on the journey to be a net zero carbon UK business by 2025. SBTi signed and process of intention commenced.

progress made:



- Our targets registered with SBTi

#### our work

Roll out of Sustainability Implementation Plan (SIP) tool managed by appointed Sustainability Guardian for projects.

- Phase one complete

#### our voice

Work closely with Building Services Declare, UKGBC, and other industry advocacy and focus groups to communicate the urgent climate action required.

- Advocated well in the lead up to and during COP26

## progress this year



Reflects our drive to become agents of change for the industry and local communities where we live and work.

#### our footprint

Creation of project target reviews. Evaluate all projects and opportunities to ensure alignment with our commitment to our vision and mission.

progress made:



- Became SVUK pioneers

#### our work

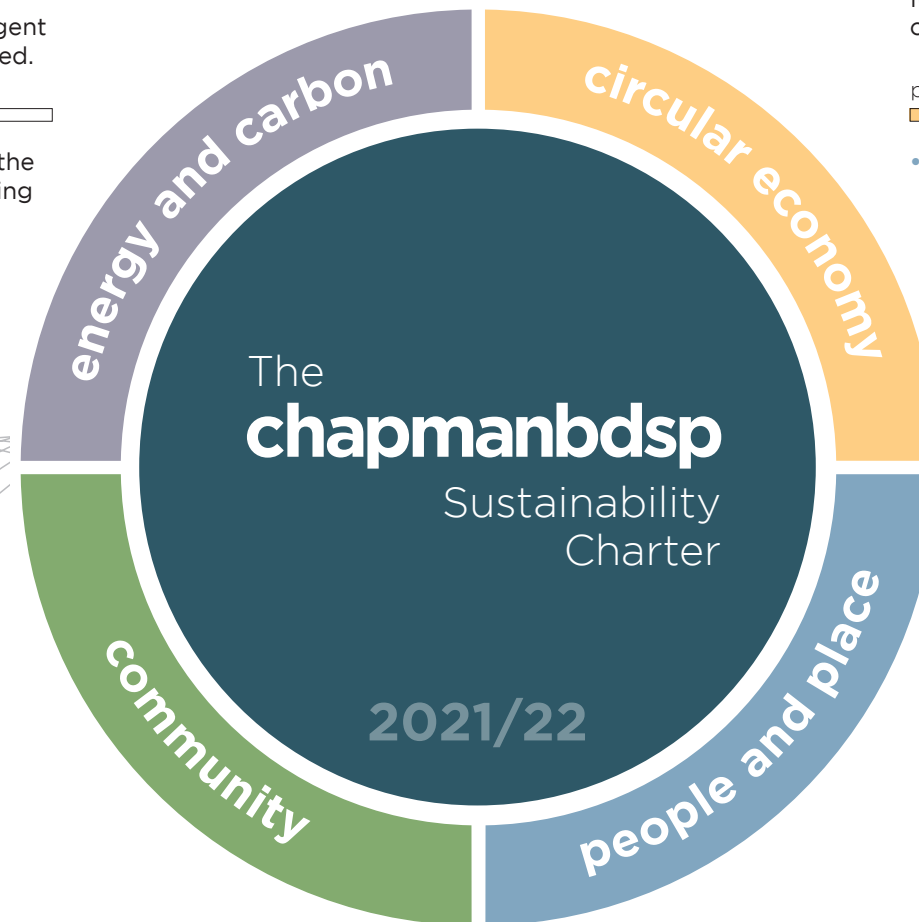
Raise awareness internally and externally of our Social Value (SV) impact and engagement in connection with our business offerings.

- SV Certification programme begun
- SV offer developed

#### our voice

Align our focus areas with the 17 UN Sustainability Development Goals (SDG's).

- SDG's embedded in heart of our charter and priorities set for year ahead



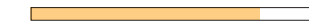
Introducing circularity into our work brings resilience to our clients. This ensures we are challenging the norm and always looking for innovative ways to re-use, upscale and redirect materials.



#### our footprint

Embed our knowledge of MMC and smart technology, creating standard templates for rapid design and optimum carbon levels.

progress made:



- Worked with housing developer to create a model sustainable house for the future

#### our work

Strengthen our whole life assessment methodology. Creation of an intervention matrix to support our clients' optimum solutions.

- Work commenced internally but no external output published

#### our voice

Be in Glasgow for COP26, providing commentary and contributing to events around the vital climate talks taking place there.

- Attended COP26 and bought back key messages internally and externally

## 4 themes, 12 commitments

Captures the importance of the health and wellbeing of people, whilst creating beautiful, sustainable places.



#### our footprint

Wellness certification for HQ UK offices.

progress made:



- Process begun, certificate expected summer 2022

#### our work

Undertake project sustainability reviews. Carry out post-occupancy evaluations, challenge design solutions and create a learning loop to embed DfP.

- DfP knowledge embedded in Business

#### our voice

Development and delivery of 'Insight' sessions to engage our people and the industry around the challenges to delivery of sustainable design.

- Sustainability week, snap sessions and CPD's held



## energy and carbon

### our footprint

We set ourselves the target of being a Net Zero carbon business in the UK by 2025, and proving that through the Science Based Targets Initiative (SBTi).

After a learning period to understand all the data documentation required, we focused on collecting and analysing energy data and establishing both our Scope 1 and Scope 2 emission.

We have now submitted company emissions data to SBTi for official validation.

#### Next steps

Our journey continues with ongoing collection and analysis of our Scope 3 emissions.

Validation of our Scope 1 and 2 will be complemented with installation of a SMART energy monitoring platform at our head office in London, with a roll out to our regional offices thereafter. We are also seeking to deliver significant reductions in our overseas operations.



### our work

Our Sustainability Implementation Plan (SIP) is an interactive tool that tracks metrics across sustainability related themes.

A single source of information for all project KPIs - including targeted metrics and certifications being pursued - SIP aggregates key drivers, including client brief, advisory guidance (nationally and regionally), planning requirements, green credentials and assessments.

A phased programme was planned to develop the tool and then test and roll-out its use. We can report that we have finished Phase 1 of the

programme, which has established an informative portal that has been tested by two clients using real project data, with extremely positive feedback received.

#### Next steps

We are now preparing to roll SIP out our live projects and intend to complete phase 2 (interactive stage) of the project by Earth Day 2023.



### our voice

We recognise we have a central role in advocating for change that could reduce energy and carbon impacts and work closely with many groups - UKGBC, CIBSE, The Aldersgate Group, Building Services Engineers Declare and the umbrella 'Construction Declares' group - to define routes to net zero.

We advocate at industry events and conferences through speaking opportunities and our Director of Sustainability, Susan Hone-Brookes, sat on the 'commercial task-force' strand of the UKGBC's net zero carbon road map, which resulted in a route to net zero for the built environment.

#### Next steps

We are looking to 'go faster' and 'be stronger' and 'be bolder' this year and form closer ties with industry-influencing organisations.

We will be a Supporting Partner for Property Week campaign 'Climate Crisis Challenge' for a second year and will be seeking to embed the UKGBC Net Zero Roadmap across our business.







## circular economy

### our footprint

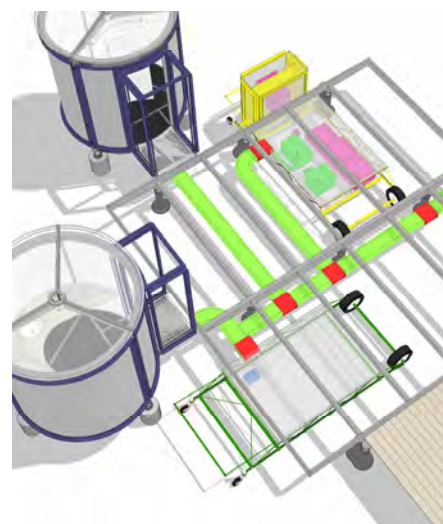
We have experience of using MMC and DfMA on several projects and have spread circularity themes in our business and to our clients.

Through a strategic relationship with an ethical developer, we are also looking to tackle the housing crisis with a sustainable modular solution that adopts circular principles.

Together, we have created a modular building concept which can be rapidly deployed and removed. This offers the potential of having a sustainable solution to the housing crisis – a 'house' which can be easily reallocated on empty land.

#### Next steps

We will be creating physical prototype model with our housing developer to enable 'real life' testing and we are focusing on taking that understanding into other sectors, particularly education and data centres, where modular construction is increasingly focused. We are also seeking to create a 'Kit of Parts' digital library.



### our work

We took 20 major development projects through a Whole Life Carbon Assessment this year, enabling us to hone our approach and establish a rapid simulation and optioneering process.

In addition, we co-developed EccoLab, an embodied carbon tool which ranks changes to the base design simultaneously against reduction in carbon and the impact on project construction value. This tool will enable clients to make better decisions on carbon and cost at an early stage in the design programme.

#### Next steps

We will be creating a Net Zero 'Ideal Building Criteria' guide, which will be supported by our new EccoLab tool and align with our Sustainability Implementation Plan (SIP) tool. With embodied carbon data for MEP plant and equipment less mature across our industry, we will aim to work closely with CIBSE to gather data on these elements.



# ECCOLAB



### our voice

We recognised COP26 was the best chance to raise awareness of the climate emergency across the industry and sent three people from our business to Glasgow. Each gave us a different view to take back to our people and clients.

Graduate Sorcha Breslin was a volunteer at the event and engaged with delegates and activists, joining marches and demonstrations. All three staff provided blog content, commentary and analysis of the conference and presented to staff and peers following the conference.

#### Next steps

Articulating the various legislative changes that have come out of COP26 is going to be a focus this year, with financial reporting, ESG and tightening Net Zero targets – which all encompass circular principles – affecting all our clients.

We will use our voice to endorse circular themes captured in the UKGBC net zero roadmap with clients and promote these ahead of COP27.



Sorcha Breslin, Graduate Mechanical Engineer. With Bonnie, COP26 mascot





## people and place

### our footprint

Supporting wellbeing in our workplaces is a commitment reflected in The chapmanbdsp Way and in our charter.

The 'WELL' Building Standard focuses on the health and wellbeing of the building occupants and we underwent evaluation as part of a rigorous process that includes an on-site assessment and 'Performance Verification' as part of the WELL process. We passed all pre-testing requirements and are on schedule for WELL assessment in the summer:

#### Next steps

We are looking to install SMART systems to complement our accreditation and will incorporate on-going monitoring metrics throughout the year.

We are delivering WELL for many clients, but meeting this commitment allows us to 'walk the talk' and has taught us valuable lessons in the management and deployment of this accreditation process – lessons we will communicate with industry.



chapmanbdsp London HQ

### our work

We are Design for Performance (DfP) project pioneers and have been up-skilling our teams and testing the methodology on one of our completed projects. That work has enabled us to commence our DfP playbook, which will allow our clients to have confidence that we can successfully deliver their NABERS targets.

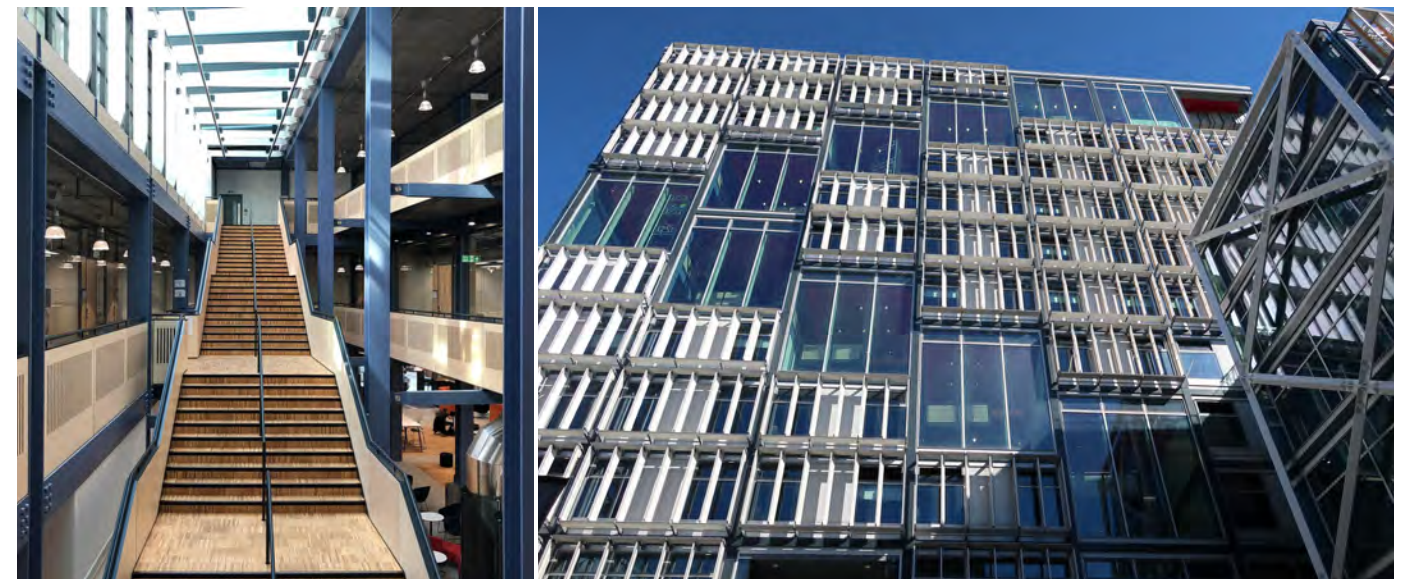
We have worked closely with our existing client, London School of Economics (LSE), for several months to undertake post-occupancy evaluations on the Centre Building Redevelopment and used TAS systems to model the building.

Additionally, we have undertaken NABERS assessor training.

#### Next steps

This year we will look to evolve our DfP training and look to publish our DfP playbook.

Following our work with the LSE, we will establish the viability of a retrospective DfP approach, to understand if it is possible to apply post occupancy.



LSE Centre Building

### our voice

Our insight sessions are designed to help internal and external audiences engage with sustainable design and appreciate how our work decisions affect people and place. Presentations, ranging from smart buildings, stranded assets, design for performance and latest regulatory changes, have been complemented by site visits, including taking our team to see the Net Zero 100 Liverpool Street scheme.

Our people have also advocated at industry and sector specific events, including the Education Estates Conference, the Annual Hotel

Conference, London Build, Institute of Public Policy, the Chartered Institute of PR.

We also offered our environmental services to our charity of the year and pro-bono work for Article 25.

#### Next steps

We are looking to move from education to engagement next year and have already planned several events, including a sustainability-led client event in our offices.

We are also committing to holding quarterly events with social value and ESG themes being prominent.

## Article 25



Building tour: 100 Liverpool St





## community

### our footprint

We have significantly raised awareness of our social value impact internally this year by empowering our committees - social, diversity and inclusion, wellness and office environment - to bring ESG and community themes into our day-to-day activities. We are also progressing our training and accreditation status with our partners Social Value UK.

Externally, we have been collecting social value data on our projects and have looked at incorporating elements into our Sustainability Implementation Plan tool. We have used social value calculators on

major bids and projects, and now better understand how to meet local priorities. This has helped ensure we are ready to support that through adequate resources and initiatives.

#### Next steps

We will seek to achieve Level 1 Social Value Management accreditation this year and ensuring that we are meeting the sustainability priorities set by our people in workshops during our Sustainability Week.

**SOCIAL VALUE UK**  
Pioneer

**SOCIAL VALUE**  
INTERNATIONAL

### our work

Social Value measurement tools are still in their infancy, and we have spent a lot of time and resource to ensure we can deliver social value in a consistent and measurable way.

We are working with project teams and our clients to ensure community commitments, mostly made through social value calculators, are costed and resourced correctly.

We have also ensured that project teams and clients understand social value commitments at early stage project meetings.

#### Next steps

We will continue to challenge our projects against our vision and mission and communicate social value themes, and learnings from our data, with the industry.

Additionally, we will seek to advocate social value themes with clients, getting feedback from initiatives, publishing data and best practice, where possible.



### our voice

We have used the 'SDG Action Manager' to help integrate our business practices with the 17 UN Sustainable Development Goals (SDGs). The work has given us a baseline of our impact, rated against comparable companies.

We held our first Sustainability Week in March, which allowed our people to engage and interact with the goals and to set our SDG priorities. The output of this session has now informed our work for next year.

#### Next steps

We will be prioritising the SDG's as directed by our people and will advocate more widely for a stronger ESG approach across industry - reporting on our progress by Earth Day 2023.



Lunchtime 'snap session' at our London HQ



Canal clean, East London



chapmanbdsp Sustainability Week: workshop



# Our journey continues...



“We are looking forward to evolving our charter even further this year and will report on our progress in a year’s time, again on Earth Day 2023.

Changes proposed to our internal structure will better enable us to develop our four charter themes and deliver our 12 commitments.

Our Sustainability Charter provides us with the platform to respond to future calls for disclosure against environmental, social and governance business activities.

We hope you enjoyed reading this summary report and learning about our sustainability journey. For a copy of our full report please email: [info@chapmanbdsp.com](mailto:info@chapmanbdsp.com)”

Ray Upjohn | Chief Executive



## energy and carbon

our footprint	our handprint	our voice
Continue on the journey to be a net zero carbon UK business by 2025.	Develop our SIP tool and increase its roll-out and adoption internally and externally.	Work with industry groups to advocate the urgent action required on the climate emergency.
By Earth Day 2023, we will:		
Validate our scope 1 and 2 emissions with SBTi, measure scope 3 emissions. Reduce scope 1 and 2 emissions by 10 per cent.	Complete Phase 2 of our SIP development, create ‘Sustainability guardian role’ and report client feedback on the tool.	Input into government and industry consultations. Carry out a client survey to gauge our impact across stakeholders.



## circular economy

our footprint	our handprint	our voice
Widen our MMC kit of parts solutions to embrace all building types.	Share our learning and best practice on circular themes.	Communicate circular economy themes internally and externally ahead of COP27.
By Earth Day 2023, we will:		
Report on our model with the sustainable housing developer. Create a digital kit of parts.	Create a Net Zero Carbon ideal building criteria guide, which will be supported with our EccoLab tool.	Align with key organisations and groups on circular economy, advocate for endorsement of the UKGBC Roadmap with clients.



## people and place

our footprint	our handprint	our voice
Improve our wellbeing offer for our people and clients, using data and systems.	Widen and enhance the use of our DfP playbook.	Expand our training and teach-in sessions to strengthen knowledge on sustainability principals and priorities.
By Earth Day 2023, we will:		
Complete our Well certification and SMART installation in our London office and communicate our wellbeing journey to the wider industry.	Upskill staff in DfP and NABERS assessor work and release our DfP playbook.	Hold quarterly workshops to engage internal and external audiences and establish a client engagement plan.



## community

our footprint	our handprint	our voice
Embed Social Value principles internally and integrate into our business.	Continue to challenge our projects against our vision and mission and communicate key data to the wider industry.	Advocate more widely for a stronger ESG approach across industry and with our clients.
By Earth Day 2023, we will:		
Complete staff Social Value (SV) training, apply for Level 1 SV Management Certification and evidence prioritisation of SDG goals 3/4/5/12/13.	Advocate SV with clients. Get feedback from SV initiatives and publish data. Share insights gained through SIP Tool and share best practice with industry.	Embed and report our progress on core ESG themes across our business.



