

ENVIRONMENTAL SOCIAL GOVERNANCE REPORT

20
24

BETTER BUILDINGS TODAY,
BETTER PLANET TOMORROW



Sanderson
Weatherall



Sanderson
Weatherall

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We continue to focus on our ESG performance

Sanderson Weatherall strives for continuous improvement of the development and associated outcomes of our Environmental Social Governance (ESG).

The past year, we have continued to focus on our key goals; reducing emissions, developing ESG Consultancy Service, successfully completing the B Corp application process, and establishing a measurable ESG baseline. These efforts are essential in providing transparent and comparable set of data that enables us to quantify and monitor our performance effectively whilst informing investment decision making.

We are continuing to set and exceed our social value goals, working with local charities, education providers and other non-profits.

One of our most significant ESG achievements this year was becoming a certified B Corp. This certification not only rigorously validates Sanderson Weatherall's ESG credentials but also signifies our ongoing commitment to sustainability, communities and ethical business practices.

This year we launched a dedicated sustainability service line, combining all of our ESG services in one centralised space. Expanding our offering for sustainability accreditation, advisory, assurance, auditing, compliance and monitoring services.

As in previous years, our carbon consultants, Flotilla, conducted an independent staff survey to gather information on employees' carbon footprints related to the business and their attitudes towards climate change. The survey results clearly show that the threat of climate change remains a significant concern for the majority of stakeholders at Sanderson Weatherall. This is why we are committed to making a difference and driving change.

The wellbeing of our employees is, as always, our top priority and this year we introduced "SW Inspire", a quarterly web series focused on wellbeing, mental health, equal opportunities, and training, created to further enhance employees' sense of empowerment and belonging at Sanderson Weatherall.

In addition to this, we have updated and improved our parental leave policy; extending maternity pay and introducing adoption pay at the same rate as our extended maternity pay.

Finally, over the past 18 months, Sanderson Weatherall has joined the Better Buildings Partnership, Small Medium Enterprise Climate Hub, and the United Nation's Race to Zero. These memberships enable us to collaborate with industry leaders to implement best-practice solutions for decarbonising our sector. We are committed to achieving Net Zero by 2035. With the support of our employees, we are making improvements in our travel, energy use, facilities, and supply chain.



David Rastrick, Chief Operating Office

Vision & Mission Statement

Sanderson Weatherall recognises its responsibility in promoting sustainable and ethical development within the building industry and property sector. We are acutely aware that enhancing the environmental performance of our sector, fostering innovation and efficiency, engaging with the community, and involving stakeholders are crucial elements in addressing climate change.

Our ESG journey began in 2020 with the measurement of carbon emissions and the mapping of our Net Zero pathway. In 2021, we made all corporate-level policies publicly accessible. By 2022, we formalised our first ESG policy, and in 2023, we published our inaugural ESG report. In 2024, we aimed to enhance these efforts by adopting industry standards and best practices relevant to ESG topics.

Our vision for ESG is to provide clear, measurable, and comparable metrics that inform society about sustainable economic activities at Sanderson Weatherall, considering environmental, social, and governance factors. In this year's ESG report, we have detailed our goals across 17 distinct ESG topics. Each goal includes compatible and configurable metrics, aligned with industry and public sector standards, such as Impact Reporting and Investment Standards (IRIS) and Themes, Outcomes, and Measures Social Value Framework (TOMs), these metrics will help us maintain consistency when reporting our impact, making it easier to compare and aggregate data across the industry.

Our mission is to embed sustainability into our business management systems and processes, allowing us to contribute to the dissemination of information that channels investments into sustainable activities for environmental and societal benefit. We aim to help clients capitalise on business opportunities, providing a foundation for confident and responsible growth. This includes ensuring regulatory compliance, transforming operations, strengthening internal management systems, and ultimately securing long-term performance. We are committed to the success of our clients and our people, the health of financial markets, and the integrity of our industry.



Becoming B Corp certified

In May 2024, Sanderson Weatherall became a certified B Corporation, underscoring the company's dedication to social and environmental performance, accountability, and transparency.

Our B Corp certification represents the culmination of extensive efforts to embed sustainable and responsible practices across all service lines within the organisation. In recent years, we have launched a series of initiatives focused on reducing our environmental footprint, enhancing employee well-being, and making positive contributions to the communities we serve.

Becoming B Corp certified has also facilitated valuable networking opportunities with other like-minded businesses, enabling us to improve our ESG consultancy service line, while simultaneously offering fellow B Corps assistance in their own efforts to improve.

“[SMEs] form the backbone of most economies and the bulk of suppliers along global supply chains, so their action – or inaction – when it comes to climate change matters,”

Pamela Coke-Hamilton, executive director of the International Trade Centre (ITC), COP29

For our clients, B Corp serves as an affirmation of the company's integrity, commitment to ethical practices, fairness, sustainability, and transparency. By partnering with a B Corp certified company, our clients can feel assured that their investment is supporting broader community goals, such as local economic development and charitable initiatives.

We are making great progress in reducing our environmental impact and are excited about our achievements. With our upcoming B Corp Impact Report in May 2025, we are confident we will continue this momentum and achieve even more substantial results over the next 12 months.

The following pages outline our achievements and challenges over the past year concerning ESG. This annual reflection allows us to improve our delivery against our ESG goals while maintaining complete transparency about our journey thus far.



Net Zero Update

Since our baseline year of 2020, our overall emissions have reduced by 11%. Although we have an overall reduction in emissions, we are aware that there is much more to be done. Our emissions have increased by 9.4% on last year (2023), while this is largely due to the growth of the business (our emissions per FTE have reduced to 4.2tCo2e) we are not satisfied with maintaining growing emissions.

While our footprint has increased on an absolute emissions basis, our emissions per full-time employee have reduced. This is a positive trend, as it indicates that we are remaining efficient in our use of resources and we are emitting less greenhouse gases per employee than the national average.

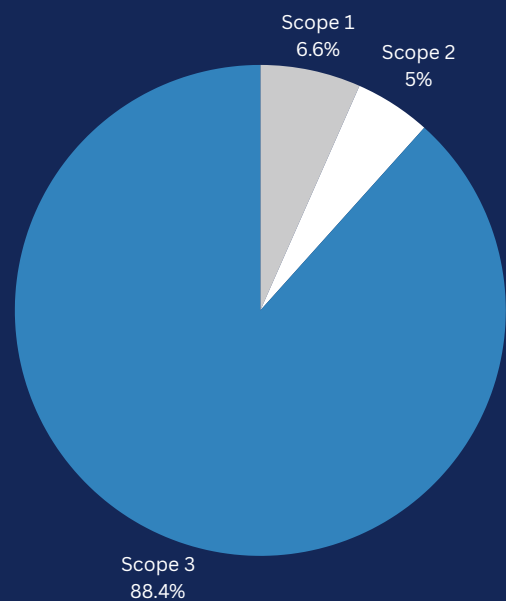
Over the next 12 months, we aim to have a reduction in our emissions to keep us on track to meet our Net Zero target date of 2035, this will largely revolve around reducing emissions in relation to our IT equipment and obtaining more accurate supply chain emissions data, as these are two of our main areas of concern.

Our largest emissions hotspots are travel and professional services. Currently, our emissions relating to professional services are calculated on a spend-basis, however, we are working closely with our insurers, financial service providers, and legal support to create a more accurate representation of the actual emissions associated with them. We hope to see our scope 3 emissions reduce as our data becomes more accurate.

Our travel emissions have increased this year due to increased activity. With our Plymouth and Cardiff offices now being fully operational, the number of employees rising rapidly in the previous 12 months, and our business continuing to grow, we are faced with new challenges.

Our ESG Department are continually looking at ways in which we can reduce our environmental impact while maintaining our signature, personable business model to ensure our clients continue to receive the service to which they are accustomed.

- ↓ **Overall 10.9%**
 Decrease in emissions since baseline year
- ↑ **Scope 1 104.8%**
 Increase in emissions since last year
- ↑ **Scope 2 23.2%**
 Increase in emissions since last year
- ↑ **Scope 3 5.1%**
 Increase in emissions since last year
- ↓ **Per FTE 58.2%**
 Decrease in emissions since baseline year



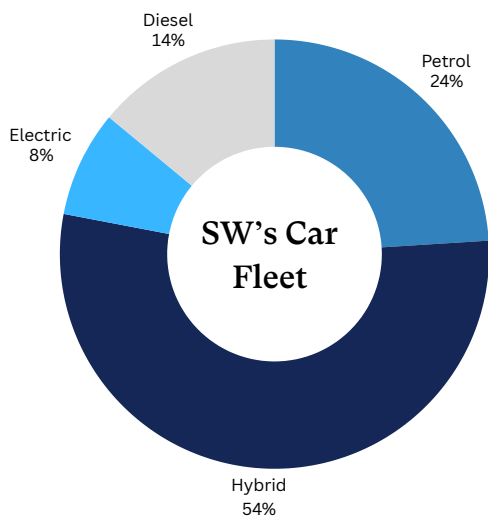
Travel and carbon

When we embarked on our net zero journey in 2020, travel emissions constituted 73.99% of our total carbon footprint, with 83% of our car fleet being petrol or diesel vehicles. Recognising the need for change to meet our environmental goals, we started decreasing the number of petrol and diesel vehicles in our fleet. As a result, travel emissions now account for just 23.74% of our total footprint, so we are excited to focus on further reducing our impact in this area.

Despite employees remaining diligent and mindful of their travel choices, our travel emissions increased by 68.44% in 2024 compared to the previous year. This rise was mainly due to the opening of new offices in Plymouth and Cardiff, and increased commuting from new hires.

However, we have made significant strides in other areas. Hybrid and electric vehicles now make up 62% of our fleet, showcasing our commitment to sustainable transportation. We've also actively promoted our Cycle2Work scheme, with five new employees joining this year, bringing the total to 41 participants, or 20% of our workforce. This reflects our dedication to healthier and greener commuting options. Additionally, we've encouraged train travel as an alternative to car travel, leading employees to opt for train travel when appropriate and book economy seats to help reduce our travel and commuting emissions. These efforts highlight our ongoing commitment to reducing our environmental impact and promoting sustainable practices.

In line with our Net Zero targets and in our continued efforts to improve, we aim to have hybrid/electric vehicles make up 75% of our car fleet by 2030.



62%

Continuing our commitments to Social Value

Sanderson Weatherall has a long-standing tradition of supporting local communities through fundraising and charitable activities. We are dedicated to community improvement, with Social Value being an integral part of our mission now and in the future.

All Sanderson Weatherall employees receive two Corporate Social Responsibility Days annually to engage in activities benefiting the environment and communities.

We support our employees in assisting local organisations and participating in regional activities, particularly those tied to our chosen charities.

We take pride in our employees' nationwide volunteer efforts, showcasing our people-first approach.



140 hours
Employee time dedicated to enhancing social outcomes



£7,100.00
Donated to various charities



£1,500
Fundraising efforts



7
Local Youth Sports Clubs Sponsored



View our 2024 social value highlights

[Click here to watch](#)



Equality, Diversity & Inclusion

This year we are proud to have appointed our first female colleague to the board of executives, Liz McLoughlin. This is representative of the change in attitudes within Sanderson Weatherall, and marks an important chapter in the firm's history.

We have also welcomed a diverse group of new starters, from Partners to apprentices. Our unwavering commitment to nurturing young talent and supporting those still in education is evident. All our recent graduates have successfully passed their Assessment of Professional Competence exams and are now qualified surveyors. Additionally, we've onboarded 15 more trainees and graduates.

In addition we ensure a fair working environment by paying all employees the real living wage, and ensuring all employees doing the same role are paid an equal wage. In addition, our market salaries are at or above the upper quartile levels when measured against our competitors.

We are acutely aware that our organisation and the property sector in general would benefit from further hiring of those who identify as belonging to a minority group, particularly the seven groups defined in the Equality Act 2010.

To encourage this, we continue to ensure that our recruitment process, advertisements, and broader business communications are balanced and neutral so that we continue to attract a diverse range of candidates to the company.



Sustainable Development Goals

Sanderson Weatherall recognises that the buildings industry and property sector, along with the businesses within them, play a crucial role in direct investment and the development of new technologies for energy, health, infrastructure, and other Sustainable Development Goals (SDG) priorities.

ESG is deeply rooted in our existing business strategy. To demonstrate this, we have developed our business strategy in line with our core values and 15 of the 17 United Nations SDGs that are most relevant to the business.

For the first time, we have outlined whether our business operations are directly (through job creation, consumption, investments, etc.) or indirectly impacting (collaboration with clients, the public sector, and supply chain and suppliers) the SDGs. This will enable us to monitor our contributions to the SDGs moving forward.

Direct



Indirect



ESG: Environmental Goals



Climate Change & Carbon Emissions

Increase the proportion of hybrid and electric vehicles to 75% of the car fleet by 2030 by revising the company car policy, in the next 12 months, to encourage uptake.

Increase investment (£) to carbon offsetting schemes and provision of energy-efficient technologies and monitor the carbon offset per Full Time Employee (FTE).

Within 12 months, Investigate the viability of renewable energy and green tariffs being used across all UK offices.



Biodiversity and Nature Conservation

Within the next 12 months, our ESG team will develop a Biodiversity and Nature Enhancement tracker to log all project opportunities related to biodiversity, such as habitat restoration, reforestation, planting native species, creating green roofs and walls, installing bird and bat boxes, and creating wildlife corridors. The tracker will aim to log at least 20 project opportunities within the 12 months, tracking where investments (£) and implementations (quantity) occur. This initiative aligns with our company's sustainability goals to enhance biodiversity on the projects we manage, with the development and initial logging of project opportunities to be completed within 12 months.



Energy Efficiency

Publish, within the next 12 months, the green building practices employed and details on the sustainability certifications (such as LEED or BREEAM), ratings (ECP), and labelling schemes received for the relevant UK offices.



Water Management

Investigate installing water meters and establish a water consumption baseline across all serviced offices in the next 12 months then in the following 12 months reduce water consumption by 10% by implementing water-efficient technologies, conducting regular water audits, and promoting water conservation practices among employees.



Waste Management

Establish a waste production baseline across all offices within the next 12 months, then in the following 12 months reduce overall waste generation (tonnes) by 10% by implementing a comprehensive recycling program, conducting regular waste audits, and promoting waste reduction practices among employees.



Pollution Control

Within the next 12 months, our company will review, monitor, and upgrade our travel policy and associated systems to mitigate air pollution and prioritise low-emission options. We aim to ensure that at least 50% of company travel uses low-emission options within this time frame. A dedicated team will be assigned to conduct the review and implement the necessary upgrades, with the required resources and training provided. This initiative aligns with our company's environmental sustainability goals, with the review, monitoring, and upgrades to be completed within 12 months.

ESG: Social Goals



Human Rights

Ensure that all employees receive fair wages and work in safe conditions by conducting annual audits.

Perform a comprehensive wage and benefits benchmarking exercise, within the next 12 months, to compare employee wages against industry standards and living wage benchmark.



Equality, Diversity and Inclusion

Over the next 12 months conduct an audit to ensure employee records are up-to-date and accurately reflect the diversity within the organisation to the industry standard.

Over the next 12 months ensure that Equality, Diversity and Inclusion training is available to all employees, aiming for 100% participation for full time employees.



Customer satisfaction

Over the next 12 months implement robust feedback mechanisms such as surveys, focus groups, and open channels for customers to share their experiences. Actively use this feedback to improve products and services.

In the following 12 months regularly disclose performance metrics related to customer satisfaction and other ESG targets.



Social and Environmental Performance Reporting

Increase time spent, by at least 10% compared to 2024 baseline (working hours / Full Time Employees), to environmental and social performance over the next 12 months.



Social and Environmental Management Training

Increase provision of social and environmental training to all employees, aiming for 100% participation for full time employees within the next 12 months, by offering bi-annual workshops, external workshop, online courses, and hands-on activities.



Employee Well-being

Provide employees with access to healthcare practitioners and wellbeing program that provide prompt diagnosis, health screenings, referral, and fast access to treatment aiming to improve overall employee health and reduce stress.

Provide access to a mental health workshop every six months to employees focusing on wellbeing, mental health, equal opportunities, and training.

Maintain or improve employee's responses to agreeing that SW looks after wellbeing of staff.

ESG: Governance Goals



Company diversity and structure

Increase the representation of women and minority groups, compared to 2024 baseline, that hold associate, partner and shareholder positions within the next 12 months through targeted recruitment and mentorship programs.



Risk Management

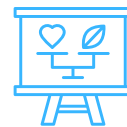
Within the next 12 months, identify and evaluate environmental risks and opportunities associated with new projects that could impact our ability to achieve ESG goals, including compliance with legal requirements. Prioritise these risks based on their likelihood and potential impact, and communicate them to stakeholders as necessary.

Within the next 12 months, our company will continue to retain accreditation and undergo annual audits to maintain high standards and regulatory compliance within the industry. We aim to successfully complete the accreditation renewal process and pass the annual audit with no major non-compliances. This initiative aligns with our commitment to excellence and industry standards, with the accreditation renewal and annual audit to be completed within the specified time frame outlined by the awarding body.



Ethical Business Practices

Ensure all business practices comply with ethical standards by conducting bi-annual ethics audits, providing ethics training for all employees, and establishing a transparent reporting system for unethical behaviour within the next 12 months.



Social and Environmental Management Governance

Achieve full compliance with ESG regulations and standards in the next 12 months through the implementation of a robust ESG reporting framework, conducting a bi-annual audit, and providing regular training for employees on ESG policies and practices.

Conduct a comprehensive review and update of all business policies within the next 12 months, ensuring they are accessible to the public.

By 2027 achieve a higher (87.4%) B-Corp impact score during recertification process.

Accreditations & Memberships

Accreditation independently confirms that Sanderson Weatherall complies with industry standards and regulatory requirements. We are committed to continuously adopting sustainable practices, fostering innovation to improve our processes, delivering added value to our clients, and minimising our environmental impact.


- Achilles
- Arbitration & Dispute Resolution (ARBRIX)
- Association of Building Engineers (ABE)
- Association of Project Safety
- Association of Property and Fixed Charge Receivers (NARA)
- British Holiday and Home Parks Association Ltd (BH&HPA)
- Chartered Institute of Arbitrators (CIArb)
- Chartered Institute of Architectural Technologists (CIAT)
- Chartered Institute of Building (CIOB)
- Commercial Energy Assessor (CEA)
- Compulsory Purchase Association
- Construction Skills Certification Scheme (CSCS)
- Contractors Health & Safety (CHAS)
- Cyber Essentials Plus
- Financial Services Qualification System (FSQS)
- Industrial Auctioneers Association (IAA)
- Institute of Revenues, Rating & Valuation (IRRV)
- Insolvency Industry Trade Body
- Chartered Society of Designers
- ISO 14001 International standard for environmental management systems (EMS)
- ISO 27001 International standard for information security management systems (ISMS)
- ISO 45001 international standard for occupational health and safety management systems (OH&S)
- ISO 9001 International standard for quality management systems (QMS)
- Rating Surveyors Association (RSA)
- Royal Institute of British Architects (RIBA)
- Royal Institution of Chartered Surveyors (RICS)





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