Sanderson Weatherall

Environmental, Social, Governance & Sustainability Report

2025/26

Certified B Corporation

Perfectly Placed Property & Asset Experts

Contents

Commitment to continuous improvement

At Sanderson Weatherall, we are committed to improving our Environmental, Social, Governance (ESG) performance and the broader sustainability outcomes, which are fundamentally linked to our five core values and mission to redefine property and asset consultancy by delivering expert local advice and solutions with a national reach, while upholding our commitment to community enrichment, climate-conscious operations and a people-first culture.

Over the past year, we have demonstrated that strong ESG delivery and commercial success can go hand in hand. We have achieved our highest turnover to date, while simultaneously strengthening our sustainability credentials and lowering our carbon emissions. Our appointment to several national frameworks reflects not only our technical excellence and professional service, but also the strength of our ESG and social value proposition, areas in which we have consistently achieved top assessment scores and resulted in multiple nominations for ESG and impact-related awards.

We have continued to adapt and strengthen our governance across our office network and have successfully passed all audits related to our ISO and other regulatory standards, reflecting our commitment to operating with integrity, transparency, and accountability.

Our people remain central to our success. We are proud to foster a positive, supportive workplace. Over 95% of our colleagues would recommend Sanderson Weatherall as a place to work. Our retention rate is 95%, significantly above the industry average, often cited at 73%, highlighting a high level of employee retention.

Our workforce continues to become more diverse, as outlined in our inaugural diversity reporting disclosure, and we remain committed to supporting career progression and enhancing earning potential through development opportunities and training. During the year, this has included 19 promotions across the business, continued success in Assessment of Professional Competence, and the growth of our professionally qualified workforce, with approximately 156 employees now holding recognised professional qualifications.

Sanderson Weatherall's ongoing commitment to deliver meaningful social value continues to grow year by year. Our employees are granted two days' leave to commit to making a difference to environmental enhancement, community initiatives and charitable causes.

In support of our Net Zero by 2035 target, we are working with our carbon consultants, Flotilla, to develop a tailored net zero strategy that outlines the key actions required to reduce our carbon emissions continually. As in previous years, we conducted an independent staff survey to better understand employees' business-related carbon footprints and their attitudes towards climate change. Over the past year, we have also developed our supply chain ESG data, transitioning from monetary-based estimates to more accurate, activity-based data, allowing us to identify practical opportunities to further reduce carbon across our operations.

B Corporation Status: Since our first B Impact Assessment in May 2024, where we scored 87.4, we've made continuous improvements, and our score has risen to an unverified 102. We will maintain our B Corp status at least until our next recertification outcome in May 2027. At that time, we'll be evaluated under the updated standards, which have replaced the previous points-based system with specific performance criteria across seven key impact areas. The new standards mark a significant evolution, transforming key impact areas from optional considerations to essential commitments.

Finally, we have remained firmly focused on our core sustainability objectives: reducing our emissions, developing our dedicated Sustainability Consultancy service, and strengthening embedded ESG capabilities across our service lines, including Architecture, Building Consultancy, Business Rates, Property Management and Valuation, in line with new mandatory Royal Institution of Chartered Surveyors requirements.

David Rastrick, Chief Operating Officer

Sanderson Weatherall

Benchmarking performance beyond revenue generation

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 remained ambitious in our objective setting, with 31 objectives set across 17 distinct ESG topic areas.

The performance of the business is assessed primarily in two areas: revenue generation and our ESG objectives. We are a profit-making organisation that aims to achieve sustainable growth of year-on-year revenue. Beyond revenue generation, we benchmark business performance through our B Corp Certification with performance-specific criteria across seven key impact areas, and require a reporting standard that demonstrates ongoing improvement over time, including three and five-year milestones.

Our approach to ESG extends beyond certification alone. We actively set, monitor and review ESG objectives to ensure meaningful progress. In the last reporting period, we achieved 80% of our ESG objectives, alongside strong progress against the remainder. Many of these are medium-term, time-bound initiatives, such as the implementation of green energy tariffs across our office portfolio.

To sustain this momentum, ESG performance is managed with the same level of rigour as our financial ambitions. Benchmarkable data is embedded within our decision-making processes and integrated into our business continuity and improvement planning. This ensures that any areas of underperformance are addressed through defined corrective actions, with ongoing monitoring to maintain progress over our rolling three-year performance cycle.

“

Sanderson Weatherall's management system was seen to be implemented effectively and fully supporting the business strategy of financial growth whilst implementing ESG best practice.

”

Sanderson Weatherall LLP (2026). Integrated Management System Surveillance Report, May 2026. BSI Group, Assessment conducted 12–15 May 2026.

Kyle Frith, Head of Sustainability

Sanderson Weatherall

ESG Mission Statement, Vision and Values

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 strategy is grounded in our mission, vision, and values, which define how we deliver sustainable and responsible outcomes. These principles underpin our objectives, inform decision-making, and ensure ESG is fully integrated into how we operate,

01.

Local Expertise, National Reach.

We believe true value comes from connecting in-depth local market knowledge with the resources and reliability of a national team. We commit to understanding the unique needs of every client in every region, while maintaining consistent, high-quality standards across the UK.

02.

Precise and Principled Advice.

We are dedicated to providing precise, accurate, and unambiguous advice that guides our clients to the best decisions. We operate with unwavering integrity and transparency, ensuring our recommendations are always sound, reliable, and ethically grounded.

03.

Responsible Impact.

We hold ourselves accountable to the highest standards of social and environmental performance and have embedded our B Corp commitments into day-to-day life at Sanderson Weatherall.

04.

Collaborative Community.

We foster an inclusive and supportive environment where our regional offices and teams thrive. We are committed to investing in our people’s well-being and growth and actively supporting the local communities where we live and work.

05.

Client Partnership.

We are more than just advisors; we are long-term partners. We strive to build enduring relationships based on mutual trust and proactive service, working closely with clients to manage their buildings and businesses for sustained success.

ESG Evolution

While our ESG journey formally began in 2020 with the measurement of carbon emissions and the mapping of our Net Zero pathway, its foundations were established much earlier through our long-standing commitment to social value and the implementation of environmental impact initiatives across the business.

2020

Our formal ESG journey began with the establishment of our carbon baseline and the mapping of our Net Zero 2035 pathway.

2021

We made all corporate-level policies publicly accessible.

2022

We formalised our first ESG policy.

2023

Our inaugural ESG report was published.

2024

Adopted industry standards and best practices relevant to ESG topics and reporting. Became a certified B Corp.

2025

Set objectives across 16 distinct ESG topics with associated metrics to maintain consistency in reporting, making it easier to compare data across the industry.

2026

31 objectives set across 17 distinct ESG topic areas. Double Materiality assessment completed and diversity data benchmarked.

Sanderson Weatherall

Stakeholder Engagement

Sanderson Weatherall proactively engages with internal and external stakeholders through a range of communication and consultation methods to ensure their views inform decision-making. This engagement is delivered in line with the company's B Corp commitment to transparent communication and the requirements of ISO 9001, 14001 and 45001.

Internal Stakeholders

Executive Board
Shareholders
Management
Employees

Sanderson Weatherall

Consultation Methods

Annual Surveys
Audits
Confidential and Secure Data
Feedback Forums
Peformance Reviews
Reporting
Risk Analysis
Social Media

External Stakeholders

Auditors
Clients
Communities and Public
Creditors, Insurers and Lenders
Government & Regulators
Professional Membership Bodies
Suppliers and Contractors

Sustainable Development Goals

Aligning Our Impact with the SDGs

Sanderson Weatherall recognises that the building 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.

For the first time in 2025, we have identified how our activities contribute to the SDGs, both directly (through employment, resource use, and investment) and indirectly (through collaboration with clients, the public sector, and our supply chain). Now, in 2026, we introduce our double materiality assessment (next page), aligning the 15 of the 17 SDGs that are most relevant to our business, enabling a more robust and quantifiable evaluation of our impacts. Reflecting our commitment to continuous improvement in both reporting and performance while strengthening the effectiveness of our Environmental and Business Management Systems and supporting more informed decision-making.

Double Materiality Assessment

Sanderson Weatherall

In 2026, we have undertaken a double materiality assessment to further evaluate ESG topics based on their impact on society/environment and their financial significance to Sanderson Weatherall.

A five-level impact materiality scale ranges from negligible, easily reversible impacts (1) to critical, widespread or irreversible harm with significant stakeholder and regulatory concern (5).

3.52 / 5

Average score

A five-level financial materiality scale ranks from negligible financial relevance and minimal impact (1) to a core financial driver with direct, material business impact (5)

3.77 / 5

Average score

Topic	Relevant SDGs	Impact Materiality (5)	Financial Materiality (5)
Air pollution	SDG 3, 11, 13	3.5	4.5
Biodiversity and ecosystems	SDG 14, 15	4.0	4.0
Circular economy and waste	SDG 6, 11, 12, 14, 15	4.0	4.0
Climate change mitigation and adaptation	SDG 7, 9, 12, 13, 15	5.0	5.0
Community impact	SDG 4, 5, 7, 8, 10, 13, 14, 15	4.0	4.0
Corporate culture, ethics and compliance	SDG 16	4.0	4.0
Data privacy and management	SDG 9, 16	3.5	4.0
Diversity, equity and inclusion	SDG 3, 4, 5, 8, 10	3.5	4.0
Employee health, safety and wellbeing	SDG 2, 3, 6, 8	4.0	4.0
Energy management and consumption	SDG 7, 12, 13	4.5	4.5
Fair and equitable compensation	SDG 5, 8, 10	3.5	4.0
Human and labour rights	SDG 1, 2, 4, 5, 8, 10, 16	3.5	3.5
Political engagement and lobbying activities	SDG 10, 16, 17	2.0	3.0
Responsible procurement and sourcing	SDG 3, 5, 7, 8, 9, 10, 12, 13, 15, 16, 17	4.0	4.0
Responsible products and customer relations	SDG 7, 8, 10, 11, 13, 16, 17	4.0	4.5
Rights of indigenous peoples	SDG 1, 2, 4, 5, 8, 10, 11, 15, 16	1.0	1.5
Soil pollution	SDG 13, 15	3.0	3.0
Substances of concern	SDG 3, 6, 12, 13, 14, 15	3.0	3.0
Training and skills development	SDG 4, 5, 8, 9, 10	3.5	4.0
Water	SDG 6, 7, 13, 14, 15	3.0	3.0
Working conditions in the value chain	SDG 3, 8, 10, 12, 16	3.5	3.5
Workplace culture	SDG 3, 4, 5, 8, 10	3.5	4.0

Environmental Social Governance Objectives

At Sanderson Weatherall, we recognise that environmental, social and governance (ESG) considerations are fundamental to delivering long-term, sustainable value for our stakeholders. Our ESG goals and objectives are aligned with the principles of the B Corp assessment standards, the UK Sustainability Reporting Standards (UK SRS), and IRIS+ measurement metrics, providing a structured, transparent and consistent approach to managing our impacts, risks and opportunities. Through clearly defined targets and robust governance, we are embedding responsible business practices across our operations and service lines, driving accountability, supporting our transition to net zero, strengthening business continuity, and ensuring we create positive outcomes for our people, clients, communities and the environment. The following section outlines our progress against and achievement of our 2025 ESG objectives and sets out our ambitions for 2026.

2025

25 Objectives across 16 ESG topics

8 Environmental

10 Social

7 Governance

2026

31 Objectives across 17 ESG topics

10 Environmental

11 Social

10 Governance

ESG Objectives: Environmental

Sanderson Weatherall

2025

Biodiversity & Nature Conservation

Develop a biodiversity tracker to log all biodiversity opportunities.

Tracker is developed, awaiting suitable project opportunities to be logged.

Pollution Control

Review, monitor, and upgrade our travel policy and associated systems to mitigate air pollution and prioritise low-emission options.

Travel policy being updated as part of ESG policy.

Energy Efficiency

Publish the green practices employed and the sustainability certifications, ratings and labelling schemes received for relevant UK offices.

List of energy tariffs, EPCS and sustainability certificates created. 55% of our offices have green tariffs, 80% have an EPC rating of C or above and 18% are BREEAM rated buildings.

Climate Change & Carbon Emissions

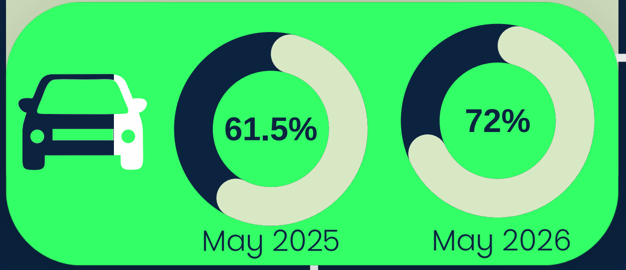
Increase investment into carbon offsetting and provision of energy-efficient technologies.

Investigation into UK reforestation efforts and monitored tree planting.

2026

Climate Change & Carbon Emissions

75% of the car fleet to be electric or hybrid by 2030.



Increase investment into carbon offsetting and provision of energy-efficient technologies.

By 2032, maximise the transition of our office portfolio to 100% renewable electricity, using a 2025 baseline (50% of our offices) to track the increase in green energy contracts.

Complete a comprehensive audit of the company car fleet and current emission limits by July 2026, utilising our carbon audit data to identify improvement areas, striving to lower our carbon emissions compared to our 2019 baseline (100.2 g/km).

By July 2026, engage and survey our top-tier suppliers representing 50% of total supply chain spend to collect primary data, ensuring that at least 25% of our total spend is covered in our 2026 carbon audit.

Energy Efficiency

Re-publish green practices employed and the sustainability certifications, ratings and labelling schemes received for relevant UK offices.

Biodiversity & Nature Conservation

Conduct biodiversity audits across 100% of managed company sites and log all identified conservation opportunities in the central tracker by December 31st 2026

Pollution Control

Review, monitor, and upgrade our travel policy and associated systems to mitigate air pollution and prioritise low-emission options.

Waste Management

By December 31st 2026, assess granular expenditure tracking for General, Recycling, Glass, and Food waste streams to identify cost-to-performance inefficiencies across all offices

Water Management

By December 31st 2026 implement the procurement section of our ESG policy to consider new office procurement, requiring that 100% of newly leased serviced offices feature smart water metering and water-efficient fixtures.

Sanderson Weatherall

Carbon and Net Zero 2035 Progress

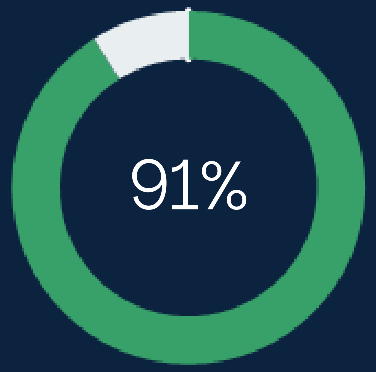
Since our 2020 baseline year, we have reduced total emissions by 31.7%, reflecting sustained year-on-year decarbonisation. Despite this progress, we acknowledge the need to accelerate further reductions to meet our Net Zero by 2035 commitment. We are therefore proactively working with our employees and carbon consultants, Flotilla, to develop and implement additional initiatives, including exploratory studies to identify new opportunities for emissions reduction.

As in previous years, we engaged Flotilla to conduct an independent staff survey evaluating employees' business-related carbon footprints and their attitudes towards climate change. The results highlight that climate change remains a key priority for colleagues at Sanderson Weatherall, with 91% recognising their personal responsibility to reduce their impact both at work and at home. This strong level of engagement reinforces our commitment to reducing emissions and advancing towards our net-zero ambitions.

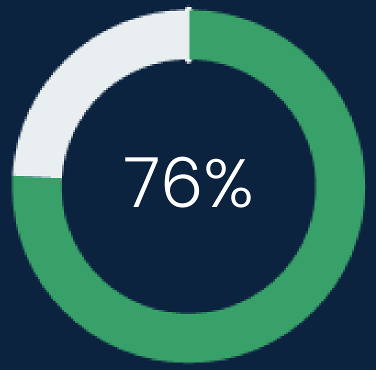
We have achieved consistent progress in reducing our carbon footprint, supported by ongoing enhancements to data quality and reporting accuracy year on year. This strengthened data foundation has provided greater visibility of our emissions profile, enabling us to focus on the most impactful reduction opportunities. We have also introduced an updated travel policy that prioritises lower-carbon options, leading to an increasing proportion of both project-related and commuting journeys being undertaken via more sustainable modes of transport.

A key contributor to our progress has been the transition of our vehicle fleet, with electric and hybrid vehicles now accounting for 72%, significantly lowering emissions from business travel. Alongside this, we have continued to embed carbon awareness across the organisation, encouraging behavioural change and more sustainable decision-making among colleagues. Together, these actions reflect tangible progress along our carbon reduction pathway and reinforce our commitment to achieving our net zero ambitions.

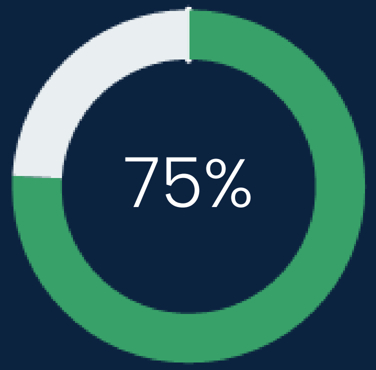
Independent staff survey



Acknowledge their personal responsibility to reduce their impact at work and home.



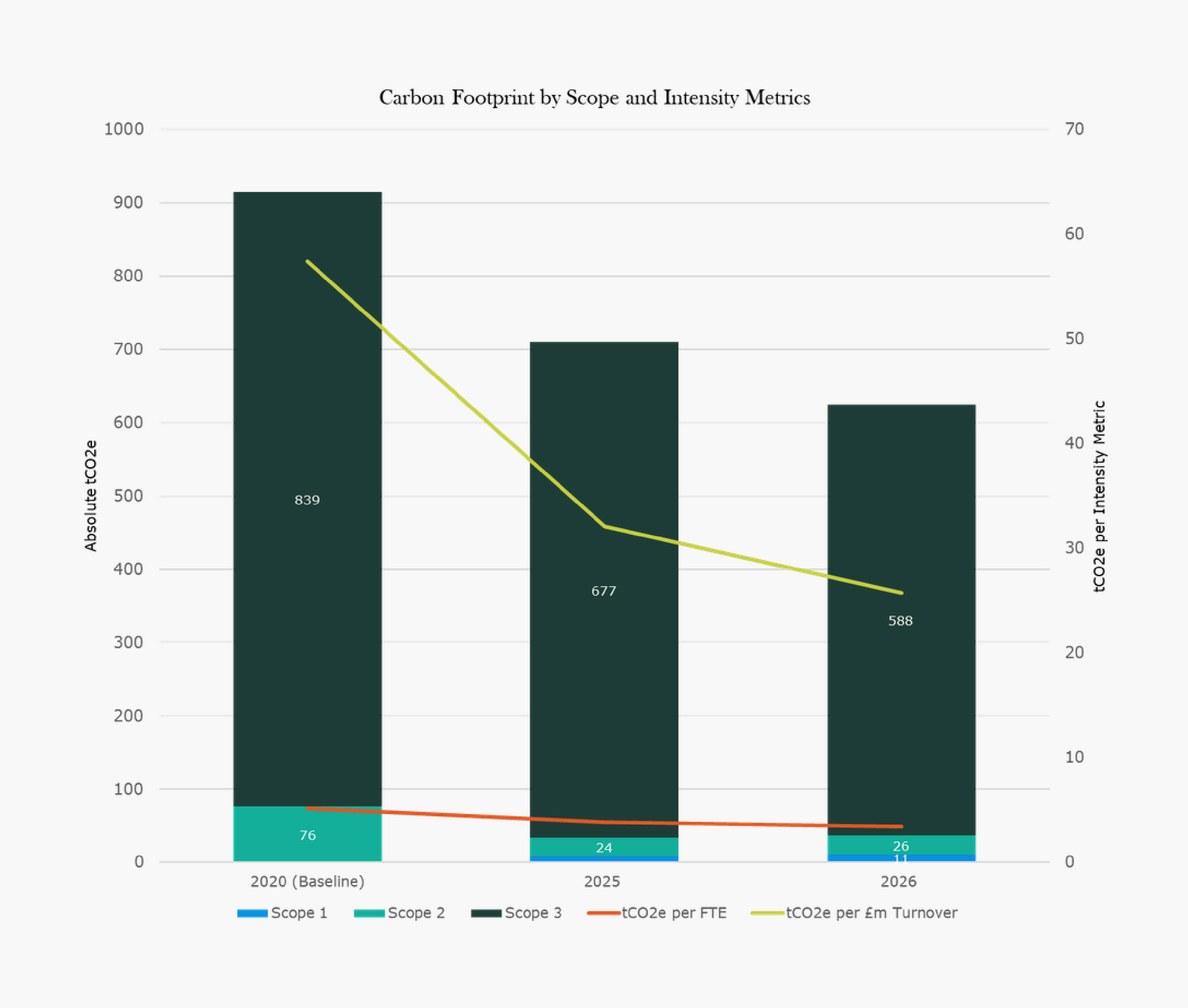
Of our workforce is willing to actively support our carbon reduction initiatives.



Want to work for an organisation that focuses on reducing emissions.

Sanderson Weatherall

Carbon and Net Zero 2035 Progress



"

Current progress suggests Sanderson Weatherall is on-track to meet the linear annual reduction established as the target to reach Net-Zero by 2035.

"

Sanderson Weatherall - Net Zero Report, May 2026. Flotilla Group Limited Reporting Period 1st April 2019 - 31st March 2026.

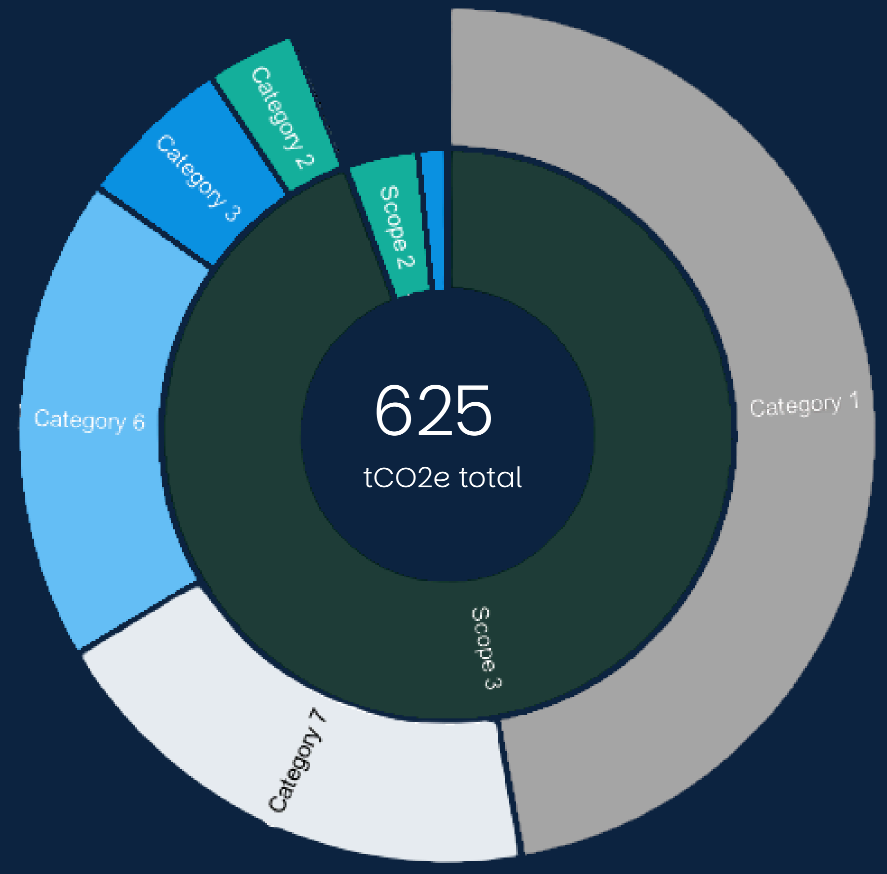
Decoupling business growth with carbon emissions

For a second consecutive year, we have successfully decoupled business growth from increases in carbon emissions. Our total emissions have decreased by 13% compared to the previous reporting period (2024/25), despite turnover increasing by more than 10% during the same period.

Our emissions reductions are a result of improved carbon efficiency, with lower reported emissions reductions in our Buildings (-7%), People (-36%) and Travel & Logistics (-33%), primarily due to the optimisation of office energy use across locations, including renewable electricity procurement, reduction of business travel emissions and costs through smarter travel policies and digital-first client delivery.

Our largest emissions hotspots are purchased goods and services (47.21%) and employee commuting (19.31%). As expected, emissions linked to purchased goods and services have increased in line with overall business growth. To address this, in 2026, we strengthened engagement with our supply chain to improve the accuracy of emissions data, moving away from spend-based estimates towards supplier-specific reporting. As a result, we now capture approximately 30% of our supply chain emissions using actual data. Emissions associated with employee commuting have also increased, primarily driven by recent recruitment activity following the award of national framework tenders, as well as a higher proportion of time spent in the office (68%), which necessitates additional travel.

Over the next 12 months, we aim to achieve further emissions reductions to remain on track towards our 2035 Net Zero target. Our focus will be on strengthening the quality of our reporting by enhancing data collection across travel, logistics and employee commuting, while continuing to replace spend-based estimates with more accurate, activity-based emissions data within our supply chain.



Baseline comparison (Overall & Intensity) vs Year-on-Year (Scopes)

Overall Emissions
31.7% decrease vs 2020 (915 → 625 tCO2e).

Employee Emissions intensity
40% decrease vs 2020 (now 3 tCO2e per full-time employee).

Financial Emissions intensity
57.9% decrease vs 2020 (57 → 26 tCO_2e/£m)

Scope 1
16.2% increase vs 2025 (reflecting increased hiring and office utilisation)

Scope 2
23.5% decrease vs 2025.

Scope 3
13% decrease vs 2025.

Scope 1	Scope 2	Scope 3
11 tCO2e	26 tCO2e	588 tCO2e
1.7% of Total	4.1% of Total	94.2% of Total

ESG Objectives: Social

2025

Sanderson Weatherall

Human Rights

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

Living Wage Foundation employer accredited, a recognised responsible business.

COMPLETED

Perform a comprehensive wage and benefits benchmarking exercise to compare employee wages against industry standards.

Annual benchmarking exercises are undertaken.

COMPLETED

Social & 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 workshops, online courses, and direct activities.

Each department receives tailored training during away days, supported by company-wide sessions and resources. Final sessions are scheduled for September 2025.

COMPLETED

Equality, Diversity & Inclusion

Conduct an audit to ensure employee records are up-to-date and accurately reflect the diversity within the organisation to the industry standard.

Update request and survey issued February 2025.

COMPLETED

Ensure that Equality, Diversity and Inclusion training is available to all employees, aiming for 100% participation for full time employees.

All employees have access to EDI training via the Atlas learning programme.

COMPLETED

Employee Wellbeing

Provide employees with access to healthcare practitioners and wellbeing programs that provide prompt and comprehensive treatment.

SW provides all employees with workplace wellbeing benefits, including Bupa Healthcare, Wellness and Westfield.

COMPLETED

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

SW offer all employees workplace wellbeing benefits, including Bupa Wellness Access and we host guest talks through the SW Inspire initiative.

COMPLETED

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

Monitored as part of B Corp status.

COMPLETED

Social & Environmental Performance

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

Logged over 340 hours, surpassing our target (154).

COMPLETED

Customer Satisfaction

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.

Utilisation of HubSpot and newly create client feedback request forms.

COMPLETED

ESG Objectives: Social

Sanderson Weatherall

2026

Social & 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 workshops, online courses, and direct activities.

Customer Satisfaction

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.

Human Rights

Ensure that all employees receive fair wages and work in safe conditions by conducting annual audits. (Payment FTE not study).

Perform a comprehensive wage and benefits benchmarking exercise to compare employee wages against industry standards.

Equality, Diversity & Inclusion

Conduct an audit to ensure employee records are up-to-date and accurately reflect the diversity within the organisation to the industry standard.

Ensure that Equality, Diversity and Inclusion training is available to all employees, aiming for 100% participation for full time employees.

Social & Environmental Performance

Increase time spent, by at least 10% compared to 2025 baseline (working hours / Full Time Employees), to environmental and social performance.

By December 2026, design and publish the company's inaugural Social Value Strategy, outlining specific, actionable initiatives available to all staff. The strategy will include a step-by-step guide for participation to ensure 100% of employees have clarity on how to contribute to our social impact goals.

Employee Wellbeing

Provide employees with access to healthcare practitioners and wellbeing programs that provide prompt and comprehensive treatment.

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.

Sanderson Weatherall

Social Value

Our commitment to delivering social value continues to grow

Delivered a significant increase in volunteering activity, with social value volunteering hours nearly **tripling** over the past 12 months.

Fundraised and donated over **£20,000** to charitable causes, through a wide range of initiatives, including the SW Bike Ride Challenge, fitness events, bake sales, coffee mornings, campaigns, golf tournaments, winter coat drives, quizzes, and pro bono service offering.

Actively supported **eight** local sports clubs and community organisations, through a combination of financial contributions and ongoing engagement.

Embedded social value into project delivery, consistently achieving, and in some cases **exceeding 5%** of total project value.

Prioritised local procurement, with SMEs and local suppliers accounting for almost **40%** of our total supply chain expenditure.


SW annual fundraiser bike ride challenge

Volunteering with 5 STAR futures


Sensory garden build


Work Experience Hosting


SW Sponsor of Plymouth Girls Football Team


Children's Holiday Programme

People

01.

Career Progression

A fundamental part of the ongoing and future success of SW. 19 promotions was achieved across FY 25/26 the majority of which were senior, associate partner and partner roles, representing approximately 12% of all staff.

02.

Employee Engagement

Continuous engagement through our digital dashboards, intranet portal, quarterly ESG newsletters, service-specific away days and our annual staff survey, which over 90% of staff responded to.

03.

Training & qualifications

We continue to support our people in enhancing their career prospects and earning potential at Sanderson Weatherall through structured development opportunities, training and performance reviews that promote alignment across the business. This approach has contributed to approximately 152 employees now holding professional qualifications and 96% of all staff respondents are happy with the level of training on offer at SW.

04.

Benefits

Maintain our commitment to annually reviewing employee salaries in line with performance and career progression, while ensuring staff benefits remain competitive within the sector.

ESG Objectives: Governance

Sanderson Weatherall

2025

Social & Environmental Management Governance

Achieve full compliance with ESG regulations and standards in the next 12 months.

CSRD, SRS, IRIS and TOMS.

COMPLETED

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

Re-published as of May 2026.

COMPLETED

By 2027, achieve a higher B-Corp impact score during recertification process.

Since May 2024's B Impact Assessment (score: 87.4), we've improved, scoring 102 in April 2025!

COMPLETED

Risk Management

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.

Assessed as part of our internal Environmental Management System.

COMPLETED

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.

Audits for ISO 9001, 14001, 27001 and 45001 have been successfully passed with no

COMPLETED

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.

Regularly reviewed under B Corp and ISO standards.

COMPLETED

2026

Company Diversity & Structure

Publish an initial anonymised diversity data set by December 2026 to benchmark future ESG social performance and reporting.

Continue to report the % of women and minority groups, compared to 2024 baseline, that hold associate, partner and shareholder positions.

By December 2026 disclose the number of local entry level (appreciates and graduates) hired individuals that reside within a 40km radius of our UK locations.

Social & Environmental Management Governance

Achieve full compliance with ESG regulations and standards in the next 12 months, including adherence to 2026 UK Sustainability Reporting Standards 1 and 2.

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 B-Corp impact score during recertification process.

No longer possible as B Lab assessment methodology and scoring has changed.

By November 30, 2026, successfully complete the B Corp recertification process under the v2.1 Standards.

Social & Environmental Consultation

By December 2026, achieve a minimum 80% internal engagement rate by formally consulting all full-time employees on ESG and Sustainability objectives. Success will be verified through a central Consultation Log documenting the specific methods (e.g., surveys, workshops) and locations (e.g., specific offices, remote platforms) for each session.

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.

Risk Management

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.

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.

Sanderson Weatherall

ESG Objectives: Outstanding Medium-term

Company Diversity & Structure

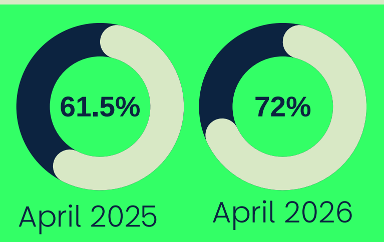
Increase the representation of women and minority groups, compared to 2024 baseline, that hold associate, partner and shareholder positions within the next 12 months through targeted recruitment and mentorship programs.

As of May 2025, women hold 20% of the Associate Partner, Partner, and Shareholder positions.

As of May 2026, this percentage has decreased to 17.8%, largely due to two factors: the acquisition of two companies located in Humber and London, as well as a recent wave of promotions that reflect our commitment to career advancement.

Climate Change & Carbon Emissions

75% of the car fleet to be electric or hybrid by 2030.



Investigate viability of renewable energy and green tariffs being used across UK offices.

Green tariffs are implemented in six of the eleven offices, with a commitment to renew all expiring contracts on green or renewable tariffs and to apply this standard to all new offices.

Water Management

Investigate installing water meters and establish a water consumption baseline across all serviced offices.

Limited opportunity within offices; however, water-saving technologies are being investigated and raised at tenant check ins.

Waste Management

Establish a waste production baseline across all offices in the next 12 months.

Obtaining accurate information is difficult as waste is only trackable by either quantity of waste bags or monetary valuation of collection / disposal rather than volume.

Environmental Social Governance Recognition

Environmental

B Corp Assessment and Disclosure Report

Recognition of "Sanderson Weatherall's thought leadership and impact on environmental issues are recognised across the property sector"

Social

Social Value Awards 2025 Nomination summary for Accounting and Reporting Award

"Sanderson Weatherall has strengthened accountability and Social Value by embedding ESG principles into every aspect of its operations"

Governance

Outcome from recent Sanderson Weatherall external Cyber Security Associates Ltd Business Continuity Test

"The exercise demonstrated strong engagement from participants and showed that the organisation has a developing resilience posture supported by established business continuity processes, defined roles, and a positive communication culture."

B Corp Commitment

Our B Corp certification represents the culmination of extensive efforts to embed sustainable and responsible practices across all service lines within the organisation. 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.

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

Since our first B Impact Assessment in May 2024, where we scored 87.4, we've made continuous improvements, and our score has risen to an unverified 102. We will strive to maintain our B Corp status at least until our next recertification in late 2026. At that time, we'll be evaluated under the updated standards, which have replaced the previous points-based system with specific performance criteria across seven key impact areas.

- Purpose & Stakeholder Governance
- Fair Work
- Justice, Equity, Diversity & Inclusion
- Human Rights
- Climate Action
- Environmental Stewardship & Circularity
- Government Affairs & Collective Action

Certified B Corporation

Sanderson Weatherall

Justice, Equity, Diversity and Inclusion

Our workforce continues to grow more diverse, as highlighted in our inaugural diversity disclosure, with increased representation of younger colleagues, women, and individuals from ethnic minority groups over the past 12 months. We have also welcomed a diverse range of new starters, from Partners to apprentices, reflecting our ongoing commitment to attracting talent at all levels. Developing early careers remains a key focus, with our intake of 25 apprentices, trainees and graduates over the past year strengthening our talent pipeline and supporting a more inclusive and representative workforce for the future. We recognise that achieving true inclusion requires a focus on justice, ensuring that systemic barriers are identified and addressed so that all colleagues have equitable access to opportunities and outcomes.

	Staff Survey Response Rate	Mean Age	Age 16 - 25	Female	Ethnic Minority Group	All Relgions and Beliefs
2025	91.2%	44 years	10.7%	20.8%	10.6%	58%
2026	92.6%	44 years	12.3%	23.4%	12.3%	57.4%
Sector Benchmark Real Estate (Commercial)			9.7%	18%	13.6%	36.7%

Sanderson Weatherall

Sustainable Service Delivery and Commercial Impact

Our appointment to several national frameworks reflects not only our technical excellence and professional service, but also the strength of our ESG and social value proposition, areas in which we have consistently achieved top assessment scores and resulted in multiple nominations for ESG and impact-related awards. We have remained firmly focused on developing our dedicated Sustainability Consultancy service, and strengthening embedded ESG capabilities across our service lines, including Architecture, Building Consultancy, Business Rates, Property Management and Valuation in line with new RICS mandatory requirements.

We have also continued to build strategic partnerships with like-minded organisations that share our values and ambitions, enabling us to expand our service offering and enhance our technical expertise. This includes strengthening our capabilities across key sustainability themes such as biodiversity, carbon management, ecology, environmental performance, sustainability accreditations and net zero delivery. By collaborating with specialist partners, we can provide a more comprehensive and integrated ESG service to our clients.

In 2025, we were proud to be appointed to a commercial procurement agreement under the Government Commercial Agency framework (formerly Crown Commercial Services – CCS), reflecting our ability to deliver high-quality, compliant and value-driven services across the public sector, particularly within Education, Healthcare, Leisure and Transport. This milestone, alongside our continued success on private sector frameworks and strong levels of repeat business with existing clients, demonstrates our alignment with government priorities and our capability to deliver measurable ESG outcomes.

As part of our framework performance, we achieved a score of 100/100 across key evaluation areas, including Continuous Improvement and Tackling Economic Inequality, Fighting Climate Change, Equal Opportunity and Wellbeing across all lots. This achievement underscores our commitment to embedding ESG principles into our service delivery, driving positive social and environmental impact, and supporting our clients in achieving their own sustainability and social value objectives.

bloom accredited supplier

Government Commercial Agency

ESPO Framework Supplier

Sanderson Weatherall

Accreditations and 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)
- Charity Retail Association
- 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 9001 International standard for quality management systems (QMS)
- 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)
- National Association of Valuers & Auctioneers (NAVA)
- Rating Surveyors Association (RSA)
- Royal Institute of British Architects (RIBA)
- Royal Institution of Chartered Surveyors (RICS)

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