

STRIDE TREGLOWN

Environmental Management Report

JULY 2020 —
DECEMBER 2021



Executive summary

This edition of our Environmental Management Report covers an 18-month reporting period, rather than the standard 12 months. This is a 'one off' which allows us to align the reporting year for our Environmental Management Report with our financial reporting year. This will enable direct comparison between financial and environmental performance across a calendar year, facilitating 'People, Planet & Profit' to be reported together in one combined annual report in the future.

We felt that because this period was extraordinary, with no reasonable direct comparisons between the way we have worked during the Covid-19 pandemic and anything that has gone before, this was a good time to make the change.

We are therefore reporting three sets of data:

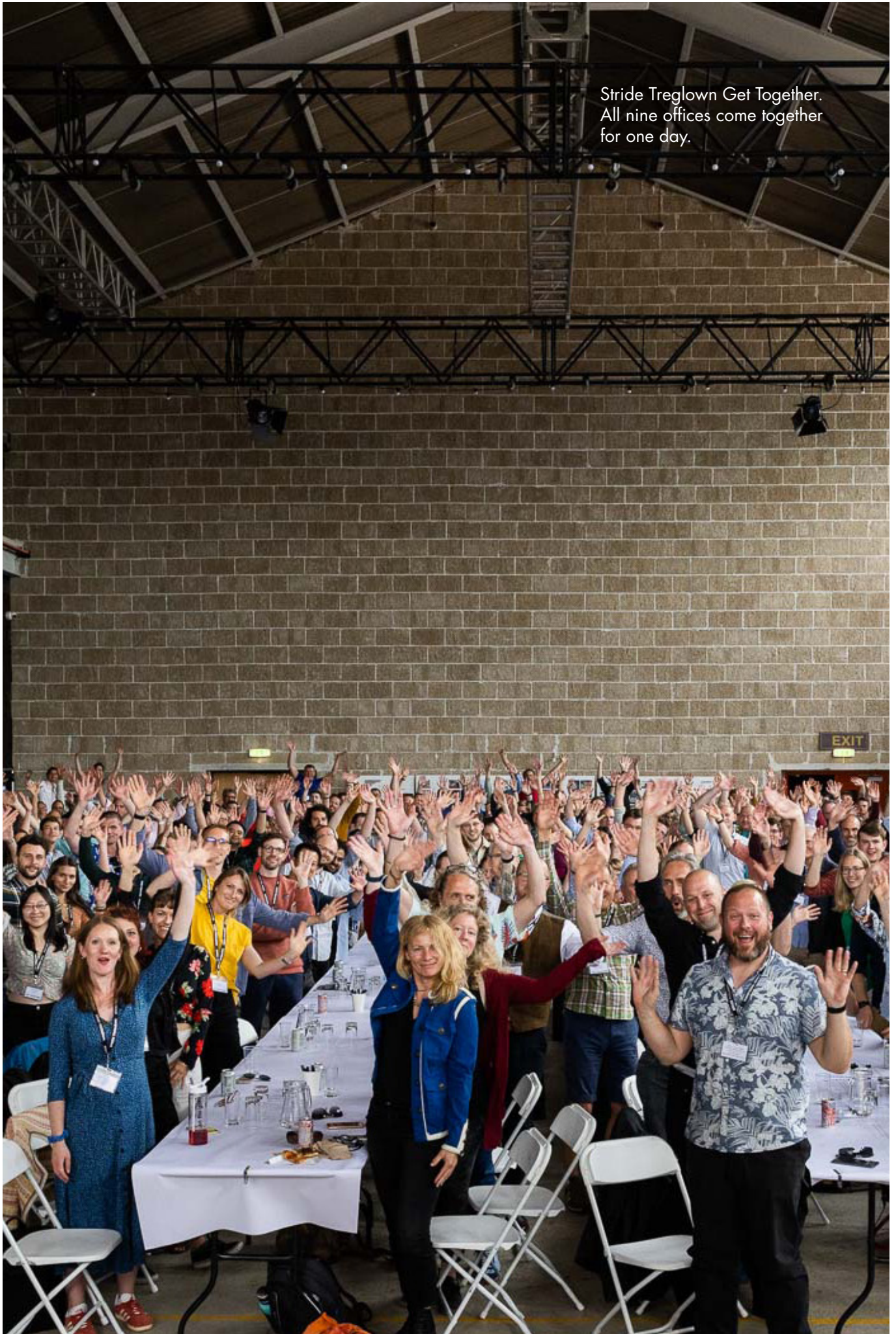
- **July 2020–June 2021**
(12 months). Provides a direct comparison with previous years
- **July 2021–December 2021**
(6 months). Bridges the gap
- **July 2020–December 2021**
(18 months). Combines the two above periods into one data set

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Stride Treglown Get Together.
All nine offices come together
for one day.



Stride Treglown is an employee-owned architectural practice and a Certified B Corporation®.

Who are we?

We stand for Better Places, Empowered People and Resilient Partnerships.

Over 300 of us work in a collective of studios formed of architects, designers and specialists.

Our expertise spans the sectors of Civic, Commercial, Education, Healthcare, Infrastructure and Residential.

Our network of 9 regional offices means we are embedded in the communities that we work and live in.

Together with our clients, we aim to improve the lives of future generations.

That's why we promote a form of design that isn't driven by ego, but by purpose.

Nine offices across the UK.



£22.3m turnover in 2021.



£22,300,000

Employee owned practice since 2015.

21.1%

of shares owned outside the board of directors.

300+ people.



Expert Revit BIM users with over sixteen years experience.



Since 2015 we have reduced our carbon footprint by 78%. 100% of our electricity usage is from renewable sources.



We are now a



Since April 2021 Stride Treglown has Carbon Neutral status.





Stride Treglown as a B Corporation

B Corp

Find out more at:

[stridetreglown.com/
we-are-a-certified-b-corporation/](https://stridetreglown.com/we-are-a-certified-b-corporation/)

In February 2021 we became a B Corporation (B Corp) - the first architect in the AJ100 to do so, and one of only a handful of firms in the UK built environment sector to join the B Corp community.

Certified B Corporations are businesses that meet the highest standard of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.

Serving clients

B Corp certification gives our clients confidence that we'll help them deliver their social value and sustainability goals.

Collaborative relationships

Being a B Corp makes us part of a fast-growing network of like-minded companies that we can

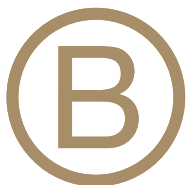
work with and learn from, helping us to collaborate more effectively for better outcomes.

Constant improvement

We're a learning organisation. B Corp certification helps us to monitor our achievements and allows us to target areas for improvement.

B Corp standards are an ideal fit with our existing culture and operations. Importantly, they provide us with a framework for improvement across all our activities. 'Environment' is one of the five B Corp Impact Areas, so tracking and improving our own performance is critical.

Certified



Stride Treglown meets high standards of social and environmental impact.

Corporation



Shape My City with Design West

In June 2021, we were excited to support a local initiative in Bedminster, Bristol which aims to encourage 15-18 year old students to consider the constraints and opportunities of the Whitehouse Street Regeneration site alongside our Town Planners, Urban Designers, Architects and Landscape Architects.

We continue to be ISO 14001 accredited and have been since 2005. In 2020 we set ourselves three targets for 2020–25:

Our targets for 2025

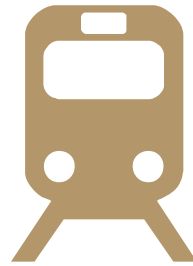


5%

reduction in water consumption per square metre

2019 baseline figure:
0.73m³/m²/annum

2021 figure:
0.15 m³/m²/annum = 80% reduction

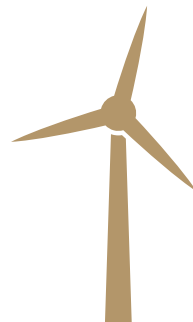


5%

per capita reduction in overall business travel emissions

2019 baseline figure:
477kgs/CO₂e/capita/annum

2021 figure:
150kgs/CO₂e/capita/annum =
69% reduction



100%

of electricity used from renewable sources

2019 baseline figure is 61%

In 2021 91% of the electricity that we directly purchased was renewable.

From our founding in Bristol in 1953, we have gradually grown to be one of the largest architectural practices in the UK with 9 studios spread across the UK. GHG emissions from heating and lighting our studios form a large part of our carbon footprint.

Our studios

Bath

Our Bath office was built c.1969 and our studio has been based here since 2008. We occupy the first floor rear wing of the 'L' shaped building, and were the architects and interior designers for a refurbishment in 2019. The refurbishment included low energy PIR lights, new higher performance windows, cycle storage and new changing facilities added. The office has comfort cooling and natural ventilation.

Birmingham

During the reporting period we moved our studio from Bournville, where we had been based since acquiring Bournville Architects from Bournville Village Trust in 2016, to a city centre location. We now have a much smaller serviced office suite within Alpha Tower, with access to shared workspaces and meeting rooms.

Bristol

Promenade House is our largest office. Originally constructed c.1840, the Grade II* listed building was extended in the 1970's. We have been based here since 1989, and now occupy all 950sq.m of the office. In 2012, we upgraded the thermal envelope of the 1970's extension with additional insulation and replacement high performance windows. In 2018 we completed a major internal refurbishment of the whole building - all the lights were replaced with energy efficient fittings. The whole building is naturally ventilated.



Bristol (IT)

Our IT team operate from a second office in Clifton; the semi-basement of Victorian property, with other tenants on the floors above. We have been in these premises since 2011. We use higher than 'average' amounts of electricity as the building houses IT equipment and servers. The office is naturally ventilated.

Cardiff

Treglown Court, designed by Stride Treglown, was the first office building in the UK to achieve BREEAM 2008 'Outstanding rating' at Design Stage. We have occupied all 495sq.m across the two storey building since completion in 2010. Designed with sustainability at its core, the highly insulated timber framed low energy building incorporates many sustainable technologies including a biomass pellet boiler, a roof mounted pv's, grey-water recycling and a bio-diverse brown roof. The building is naturally ventilated.

London

3 Cosser Street was converted from an old industrial building by others in 2006, and we have been here since 2007, occupying the whole ground floor. The building has air conditioning.

Manchester

Commercial Wharf was built during the industrial revolution as a dockside wharf building and warehouse adjacent to the River Medlock. We have occupied an airy open plan ground floor and first floor mezzanine office since 2011. The office contains some distinctive original features including exposed brickwork and cast iron columns. The building is also naturally ventilated'

Plymouth

Our Plymouth studio has occupied a listed building within the Millfields, a former Royal Naval Hospital, built c.1760, since 2002. The building has poor insulation and energy efficiency, and we are currently reviewing how this can be improved. We have an array of photovoltaic panels. The building is naturally ventilated.

Winchester

We have occupied the first floor of a purpose building office since 2015. The building is naturally ventilated, with brise soleil on the south elevation reducing solar gain. With an inverted roof and no suspended ceiling, the main office area has a studio feel to it, enhanced by a height of 4.0m and 3.0m high windows. The grounds are attractively landscaped and include a BBQ area.

Truro

We have occupied this 1807 Grade II listed former house since 2003. The building is naturally ventilated, but has inefficient direct electric heating. We are currently reviewing how to improve the sustainability and quality of space provided in the building.



Treglown Court, Cardiff

Treglown Court, our Cardiff studio, provides 495m² of office space over two floors. The building achieved BREEAM 2008 'Outstanding' at Design Stage with a score of 89.12%, and achieved an EPC of zero following the installation of additional PV's.



Energy

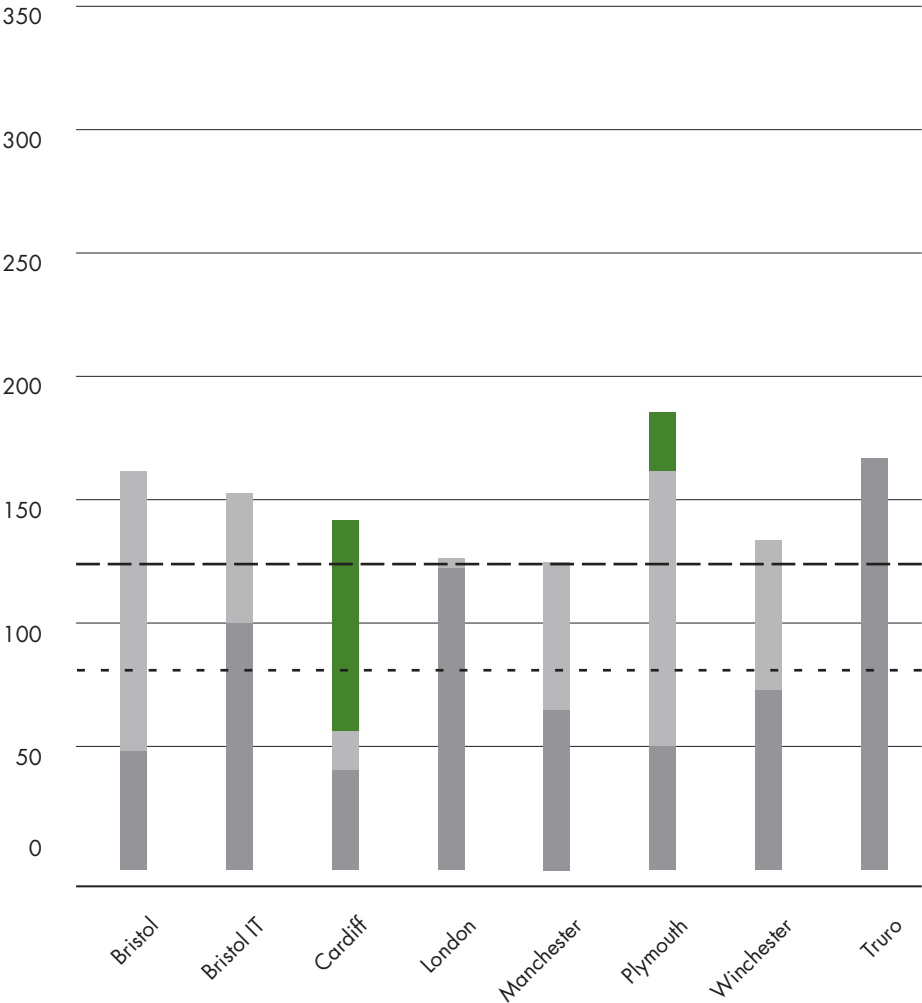
We aim to meet our 2025 target of having 100% renewable electricity through a combination of green utility tariffs, on-site photovoltaic panels and our biomass boiler. We recognise that we must make further improvements by following the energy hierarchy and improving the efficiency of our building fabric for all of our offices.

Our Bath and Birmingham office are omitted from these graphs as we are unable to obtain this data from our landlords. There is no gas connection to our Truro office.

July 2020 –
June 2021
(12 months)

Energy consumption
(kWh/m2)

- Renewable energy
- Gas consumption
- Electricity consumption
- - REEB Best Practice Benchmark Non-AC (kWh/m2)
- REEB Best Practice Benchmark AC (kWh/m2)

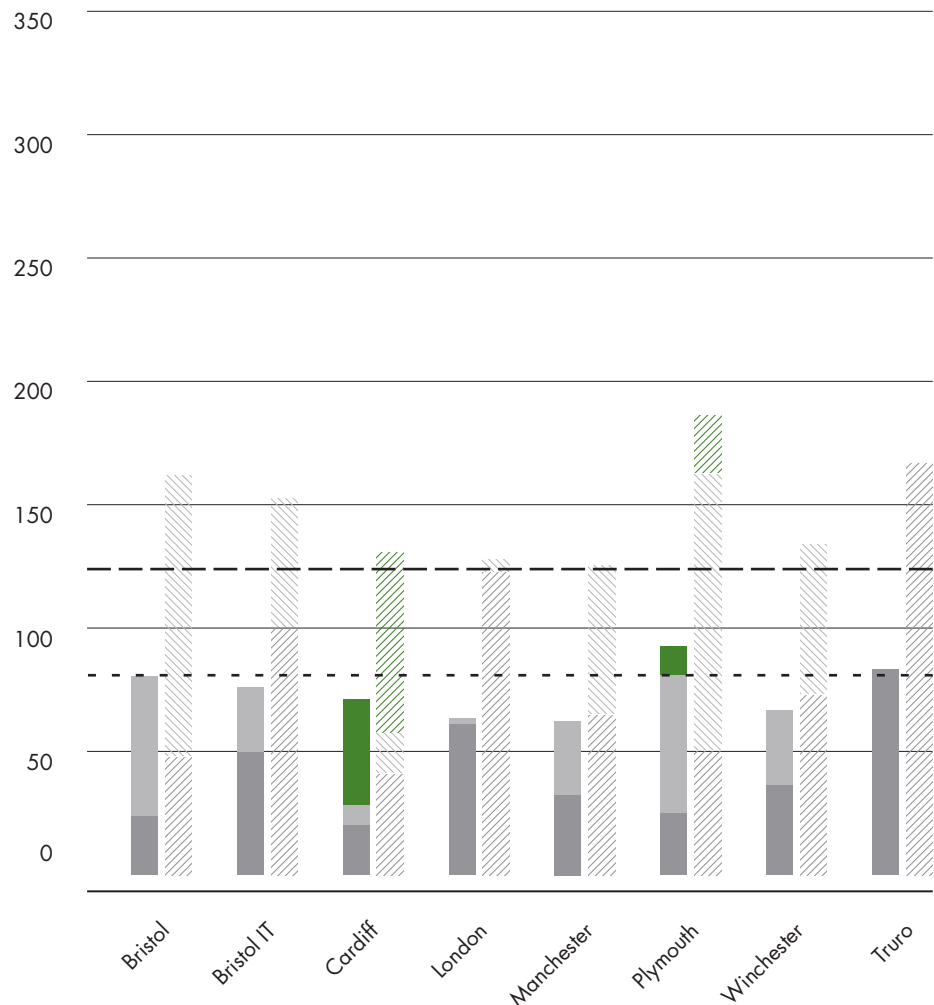
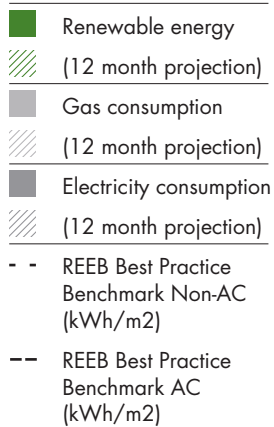


During the reporting period, we have transferred nearly all remaining supply contracts to renewable sources. Electricity for our Birmingham and Bath offices is supplied through our landlords, and is not renewable. We continue to lobby our landlords to switch to renewable suppliers, and plan to make this a condition of any new office leases.

Our energy consumption does not show the level of reduction we might have expected during the Covid pandemic. This is initially surprising, when considering the limited occupancy of our offices over much of the period.

**July 2021 –
December 2021**
**(6 months &
12 months projected)**

Energy consumption
(kWh/m²)



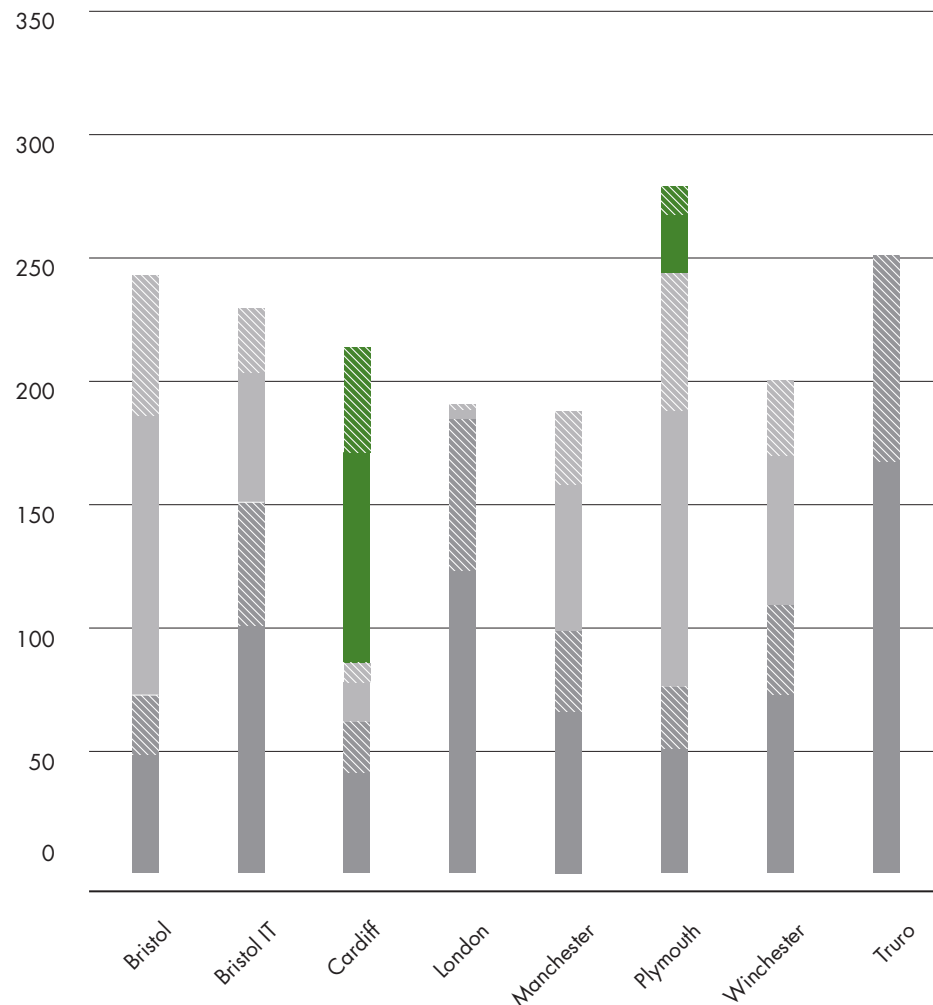
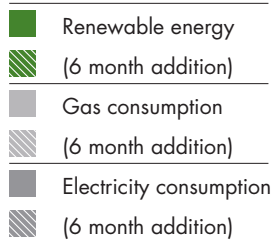
Energy

However, there are reasons for energy consumption not falling:

- Most offices accommodate computer servers, which continued to run as normal as they are still used by people working from home.
- We continued to heat our offices throughout, to ensure comfortable working conditions for the limited number of people using them, and to maintain the condition of the buildings.
- Our offices are not large, and when they are occupied and needing artificial lighting, all the lights tend to be required, regardless of the number of people in the space.
- Our PC's turn on automatically every day to ensure that they remain updated and free from virus', therefore continued to use some power.

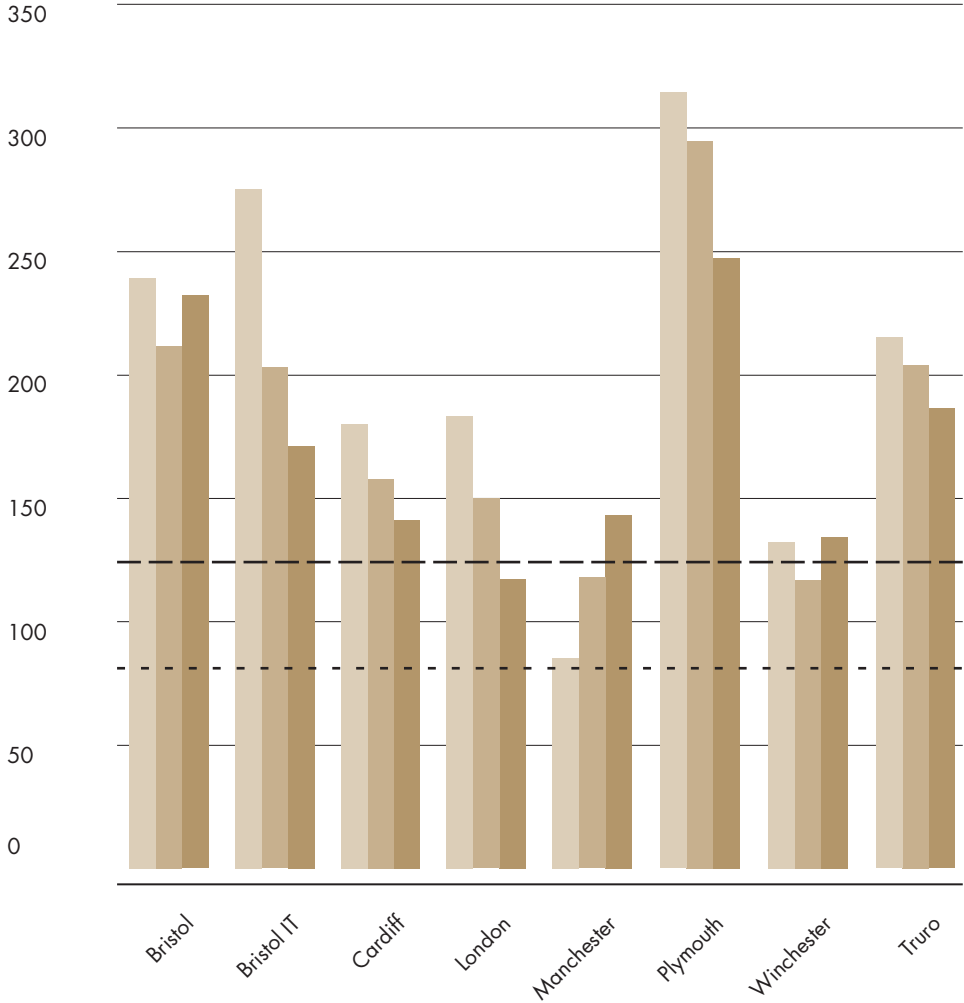
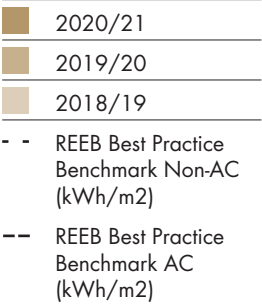
**July 2021 –
December 2021
(18 months)**

Energy consumption (kWh/m²)



June 2020 –
July 2021
(12 months)

Energy consumption
(kWh/m²)



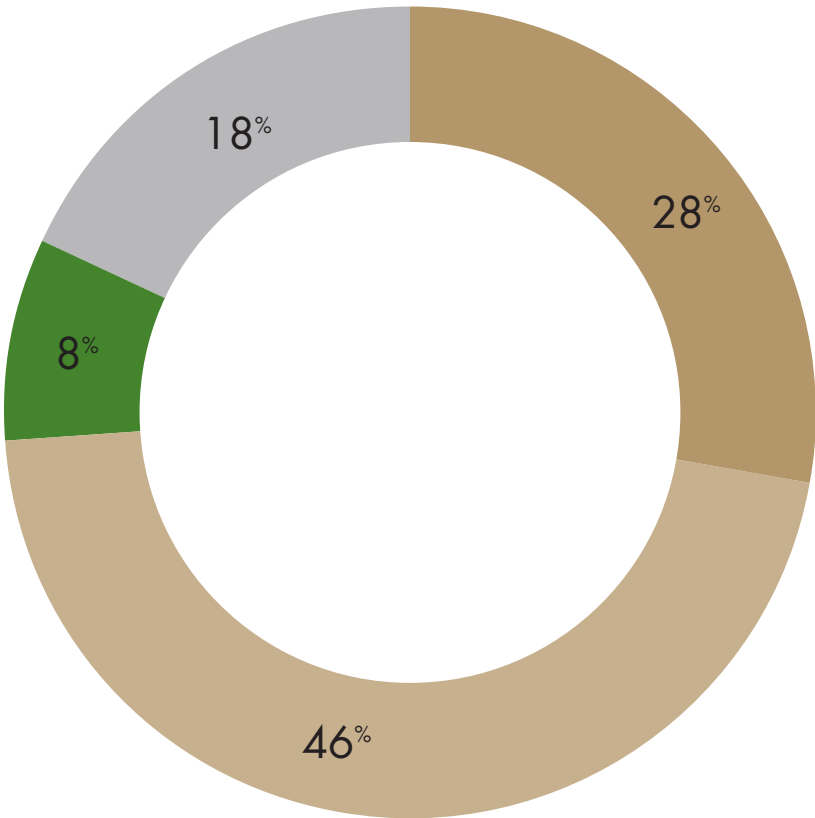
Renewables

We have converted most of our utility contracts to renewable supplies or green tariffs, with 96% of our energy now coming from on-site renewables, renewable

supplies or green tariffs. We will move the one remaining electricity contract to renewable electricity when it expires.

Energy sources

<div></div>	Green electricity
<div></div>	Green gas
<div></div>	On-site Renewables
<div></div>	Grid electricity



Water

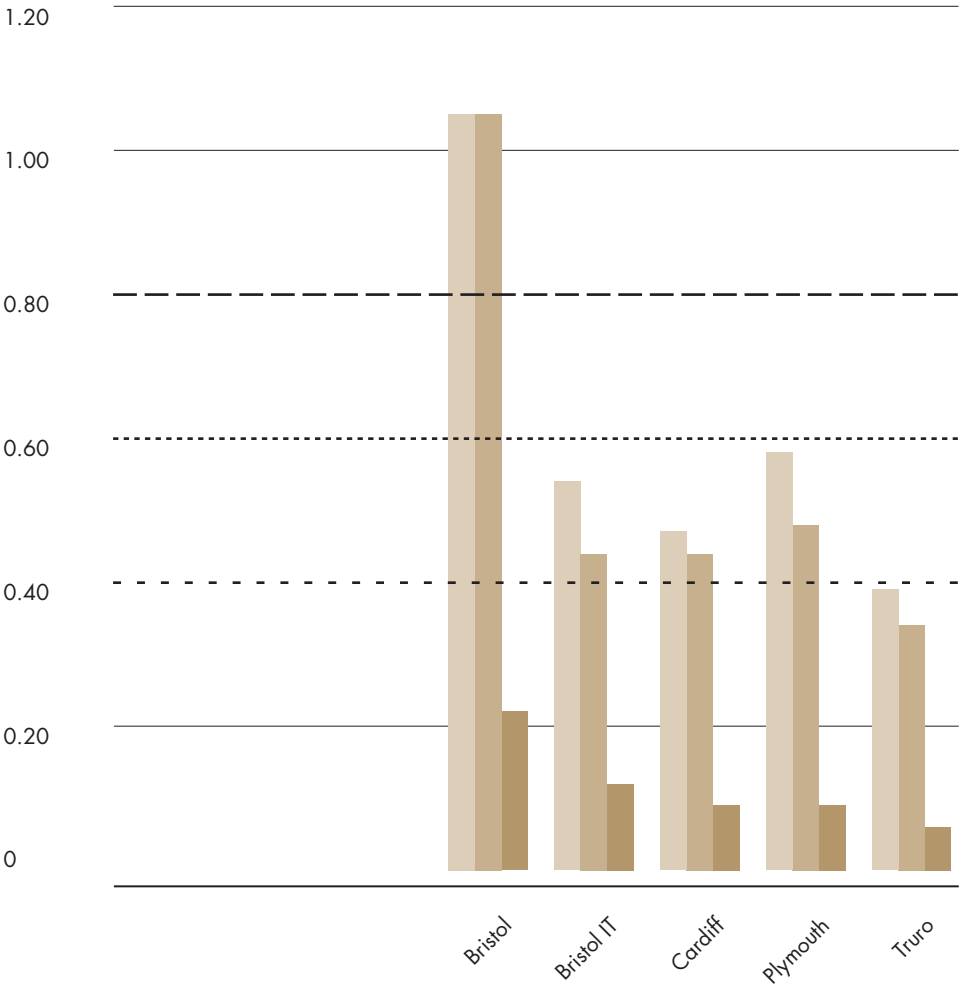
The significant reduction in water consumption during the period can mainly be attributed to the continued reduction of people working in our offices due to Covid-19. As restrictions were gradually eased, we saw an increase in water consumption, but as we have adopted hybrid working practices – with most people working from home for part of their working week – and we host less ‘in- person’ meetings in our offices, we would not expect to see a return to previous levels of water consumption.

During the period we tracked down and fixed the leak in our Bristol office (highlighted in our last report), and have since seen a dramatic reduction in

water use in that building. When compared with other offices on a ‘per square meter’ basis, consumption is still relatively high, although it is much closer when compared on a ‘per person’ basis, as our Bristol office is more densely occupied. Other factors affecting this over the reporting period were: the water leak was not repaired for the whole period; this office was more occupied than our other offices during periods of partial restriction, has better shower facilities and more cyclists than other offices, continued to host some external and internal meetings. Our Cardiff office has rainwater recycling, thus reducing consumption. It may be more helpful to report water consumption on a ‘per person’ basis in future years.

Water consumption
(m³/ m²/ annum)

- 2020/21
- 2019/20
- 2018/19
- Best practice
(CIRIA Benchmark)
- Typical use
(CIRIA Benchmark)
- Excessive use
(CIRIA Benchmark)





Student accommodation, University of the West of England

University of the West of England Residences comprises 900 bedspaces over 26,000m² designed to Passivhaus Classic certification. The development will create a variety of amenity spaces and green corridors, strengthening the connection between the buildings and nature.

Once complete, the complex of buildings will operate at a 75% carbon reduction compared to the same size buildings of traditional design and construction.



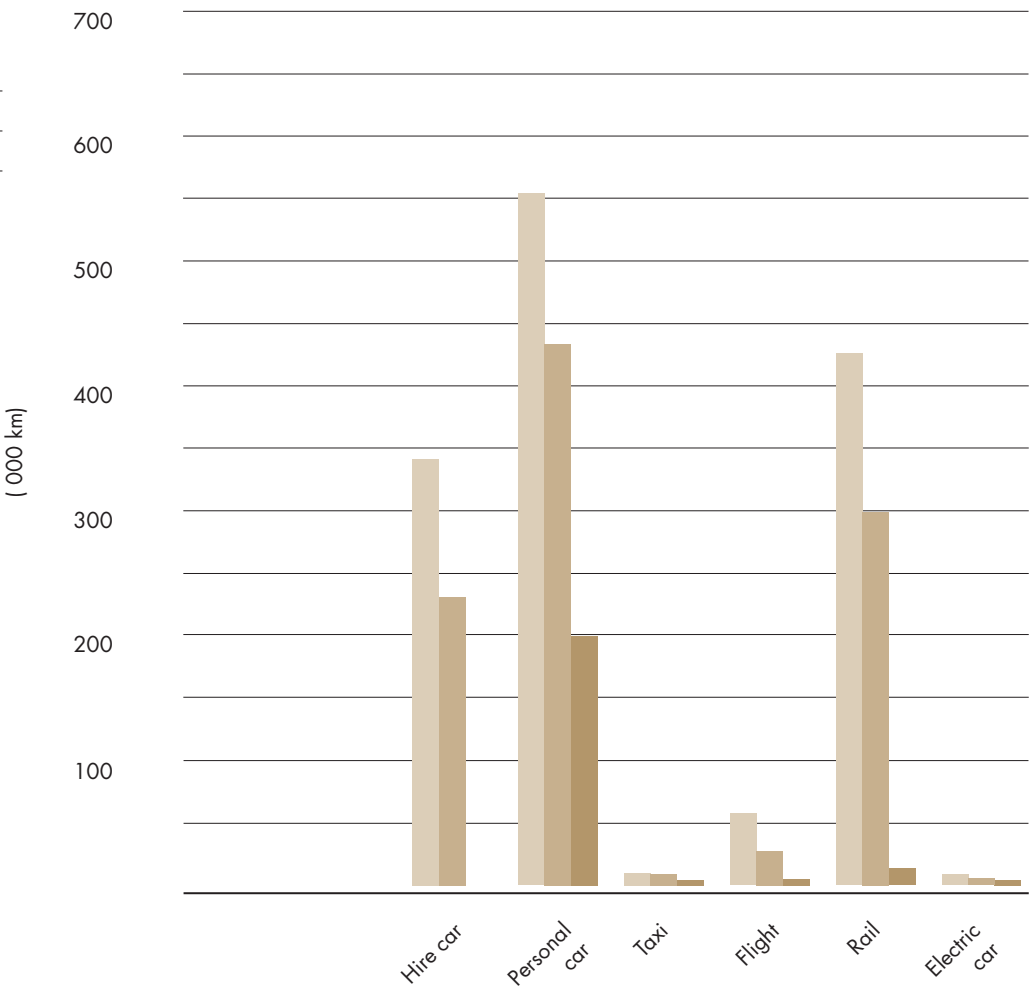
Business travel

In our last report we highlighted how our business travel had dramatically reduced in the last four months due to the pandemic. At the time of that report, we could not have predicted that the pandemic would still be having a significant impact on the way we, and the rest of the world, would be working 18-months later.

Our total business miles travelled fell from 1.395m km in 2018/19 to 1.005m km in 2019/20, a reduction of 28%. However, when we consider that for three and a half months there was almost no business travel, that doesn't feel like a significant change.

Business related travel
(km)

2020/21
2019/20
2018/19

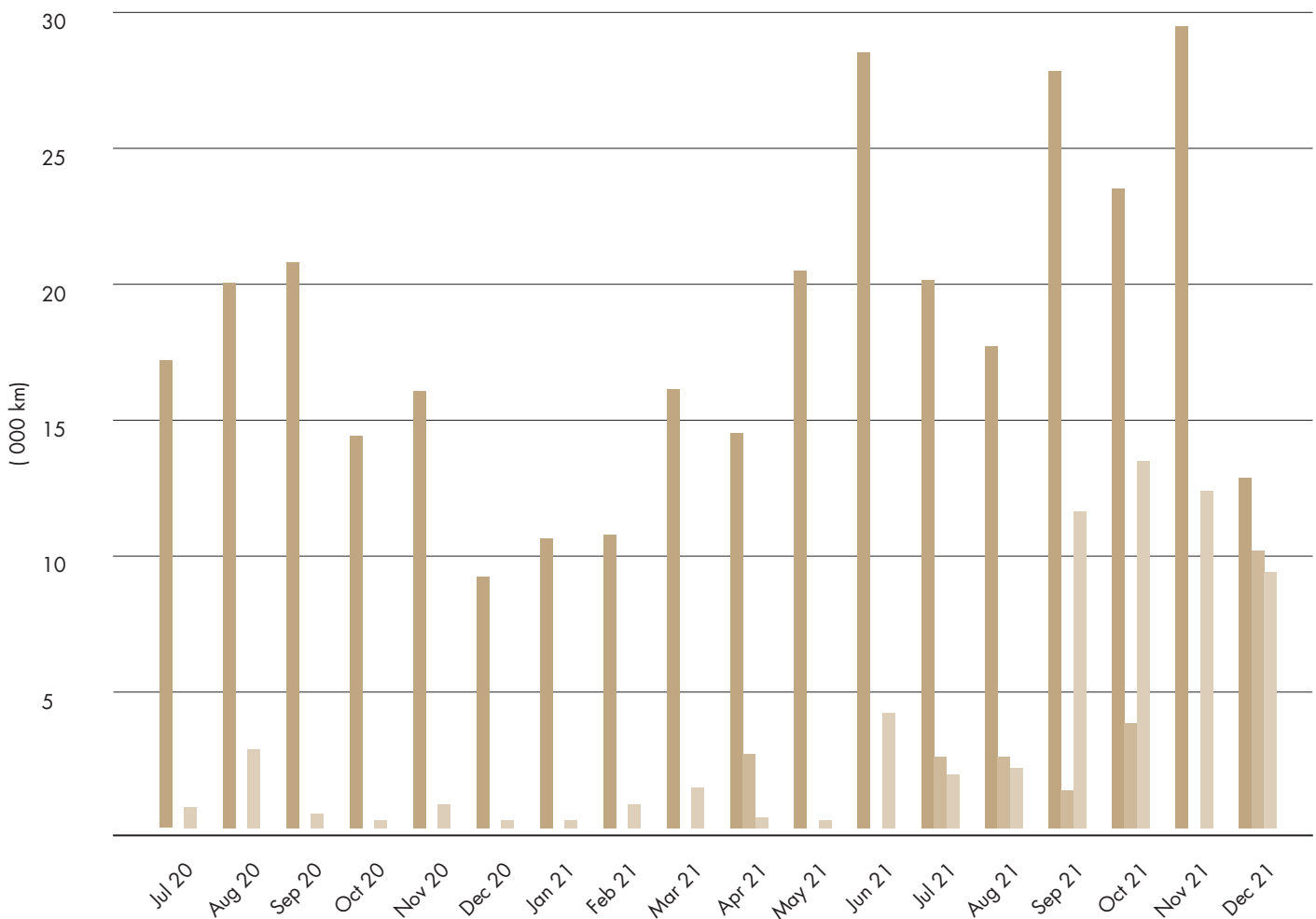
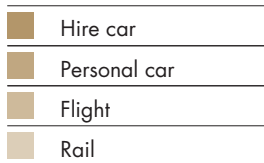


For the comparable 12 months in 2020/21 we only travelled 219,471 km – a 78% reduction from the previous year, and a 84% reduction on 2018/19. The monthly totals vary widely for 2020/21, reflecting the different periods of lockdown restrictions, but even the highest monthly total (35,256 km in November 21) is only c.30% of the average for 2018/19. This suggests there

may be a permanent reduction in business travel.

In the final 6 months of 2021 we travelled almost as far as the previous 12 months, showing a return to higher levels of travel. However, even with this higher level of travel the monthly average is still only 30% of the average for 2018/19.

Business related travel – Major
(km)



Business travel

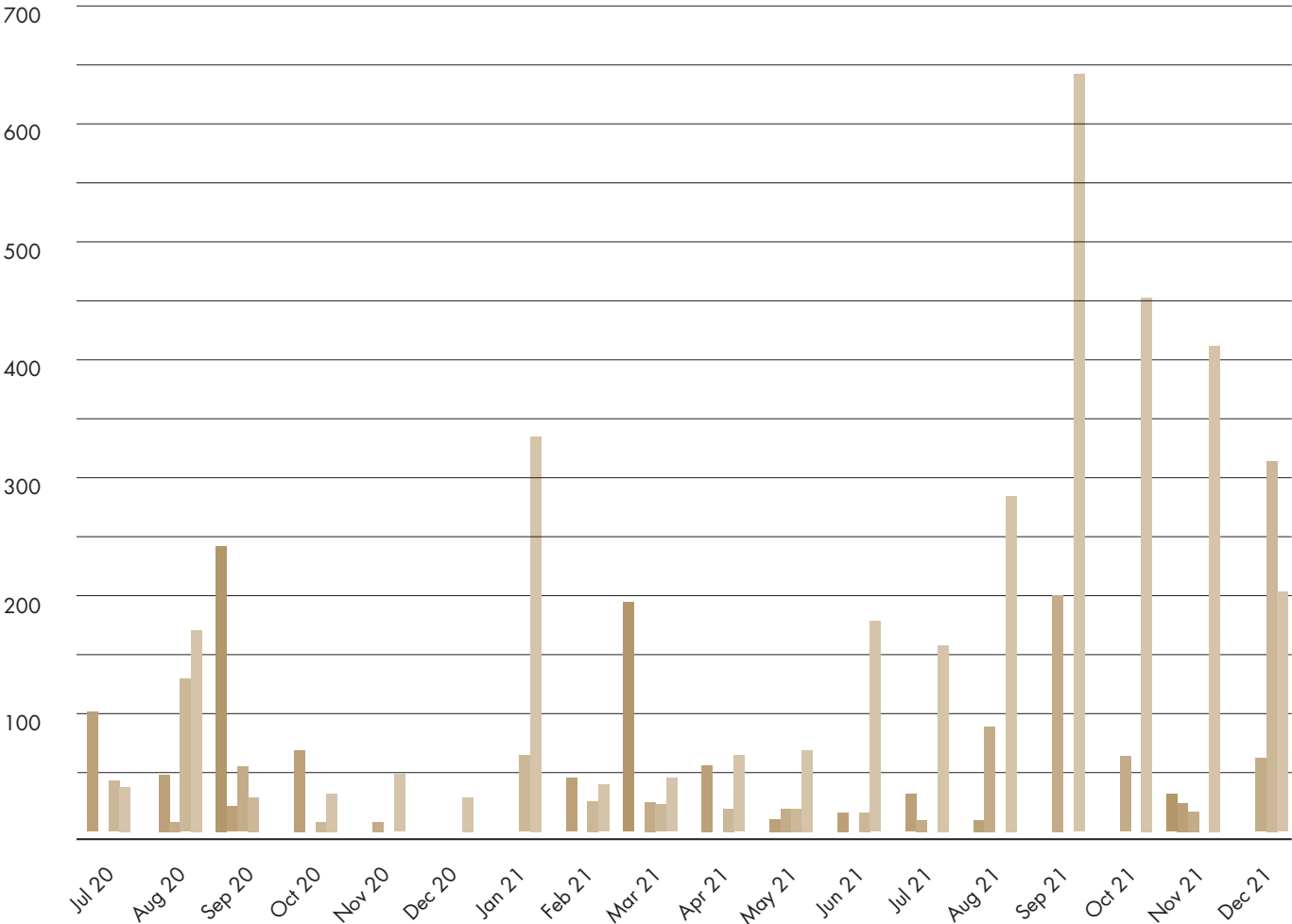
Business related travel – Minor (km)

- Motorbike
- Cycling
- Bus
- Electric car
- Taxi

Whilst we cannot claim any credit for the major changes that were forced upon the way many people work, and the resulting reduction in business travel, we are seeking to ensure that we do not fall back into ‘old ways of working’. We are making changes to ensure that video or hybrid meetings permanently replace the need to travel for many meetings. We have and are continuing to invest in software, hardware and spaces which facilitate video meetings - individually from any workstation, and to host hybrid meetings with a group in a meeting room with others joining remotely. We are restricting the number of ‘in

person’ meetings included in our appointments.

One negative business travel impact of Covid-19 has been the relative reduction in use of public transport, with train travel dropping from 30% to 6% for the 2020/21 12m period. This is understandable given the reduction in services and relative safety of travelling by private car. The final 6 months of the reporting period did show a bounce back in the use of trains, returning to 25%, giving reasonable hope that we can increase the percentage of business travel undertaken using public transport.



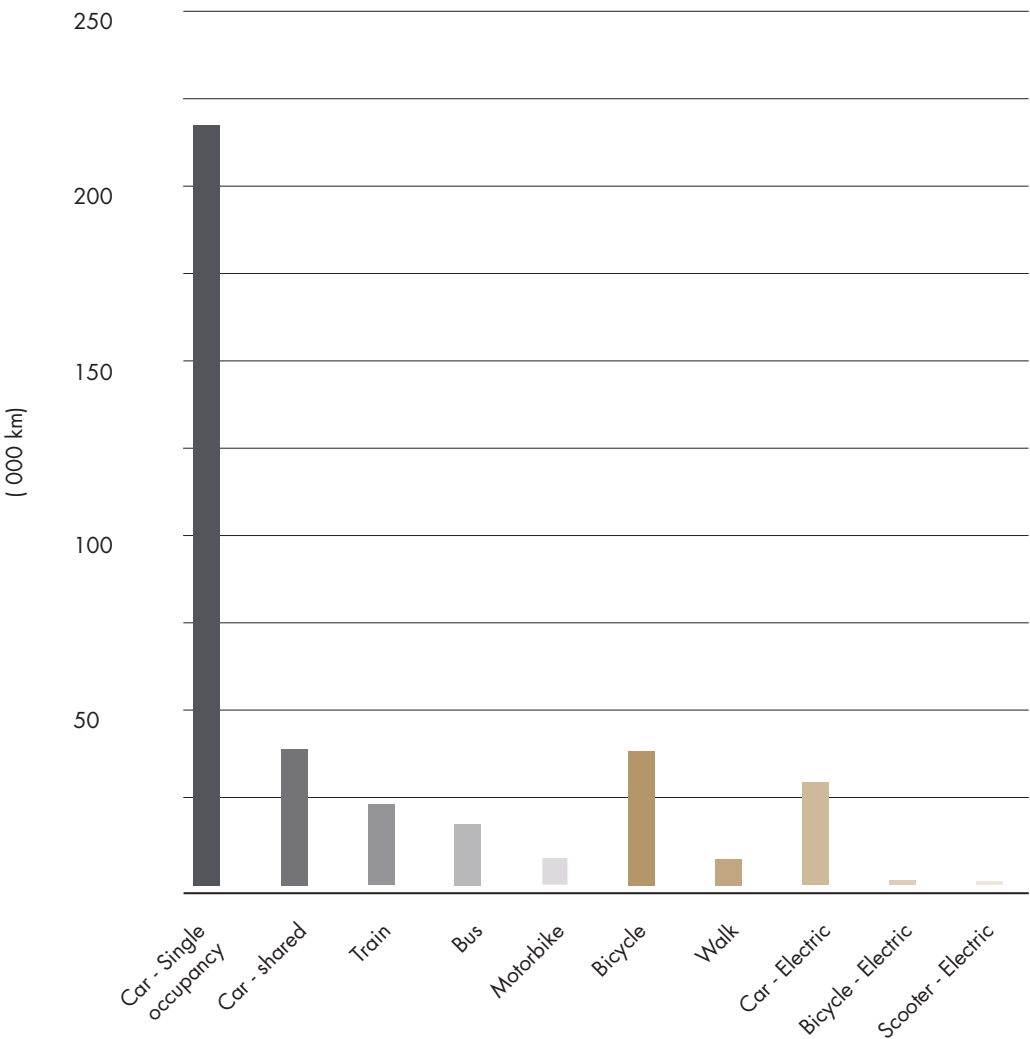
Commuting

In our previous reporting period 2019–20, we included the carbon emissions resulting from people commuting to our offices for the first time. This was calculated by Future Leap, using surveys which established modes of transport alongside industry standards for distances travelled.

For this reporting period we undertook a more detailed survey, which provided more accurate data regarding modes of travel, distance travelled and frequency of commute. This increased accuracy has led to an increased carbon footprint.

July 2020 –
December 2021

Modes of commuting
Distance travelled
(km)



Commuting

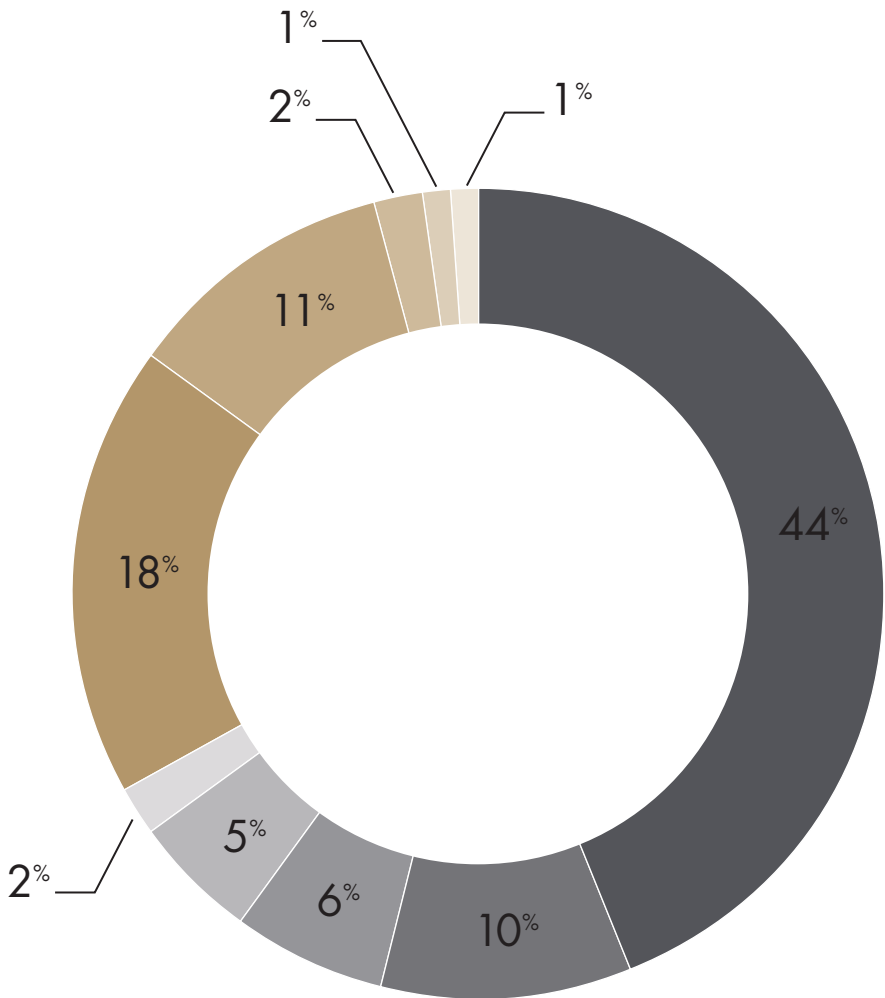
When compared against previous years, the survey shows an increased use of single occupancy cars, as people avoided public transport and sharing with people

outside their households during the pandemic. We now need to encourage people to return to using more sustainable transport for their commute.

**July 2020 –
June 2021**

**Percentage of staff travelling
by mode of transport**

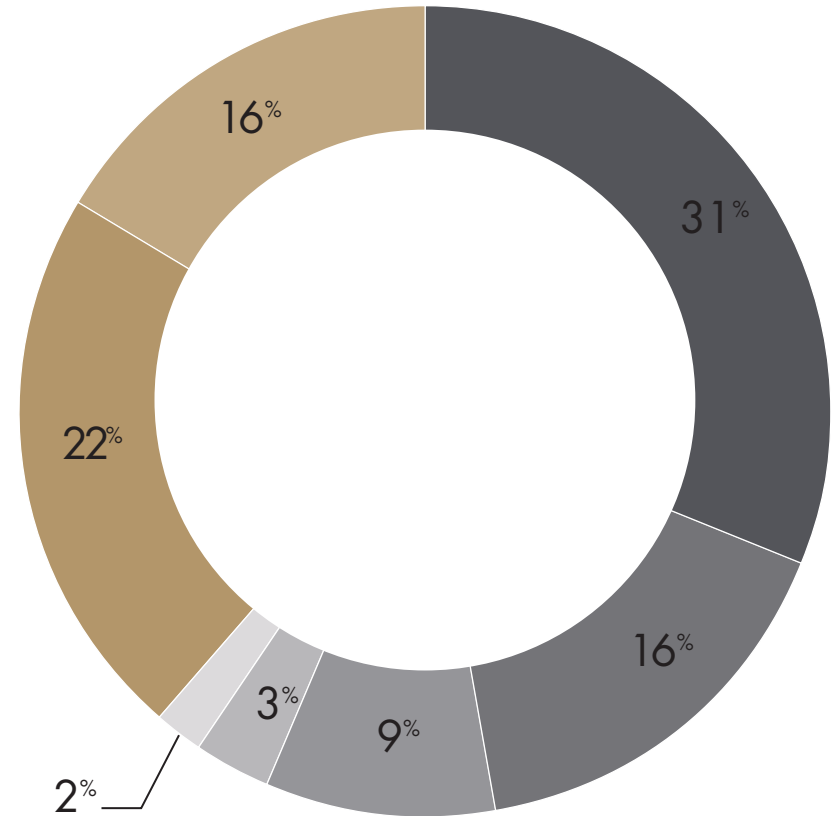
Car - Single occupancy	(44%)
Car - Shared	(10%)
Train	(6%)
Bus	(5%)
Motorbike	(2%)
Bicycle	(18%)
Walk	(11%)
Car - Electric	(2%)
Bicycle - Electric	(1%)
Scooter - Electric	(1%)



July 2019 –
June 2020

Percentage of staff travelling
by mode of transport

Car - Single occupancy	31%
Car - Shared	16%
Train	9%
Bus	3%
Motorbike	2%
Bicycle	22%
Walk	16%
Car - Electric	0%
Bicycle - Electric	0%
Scooter - Electric	0%



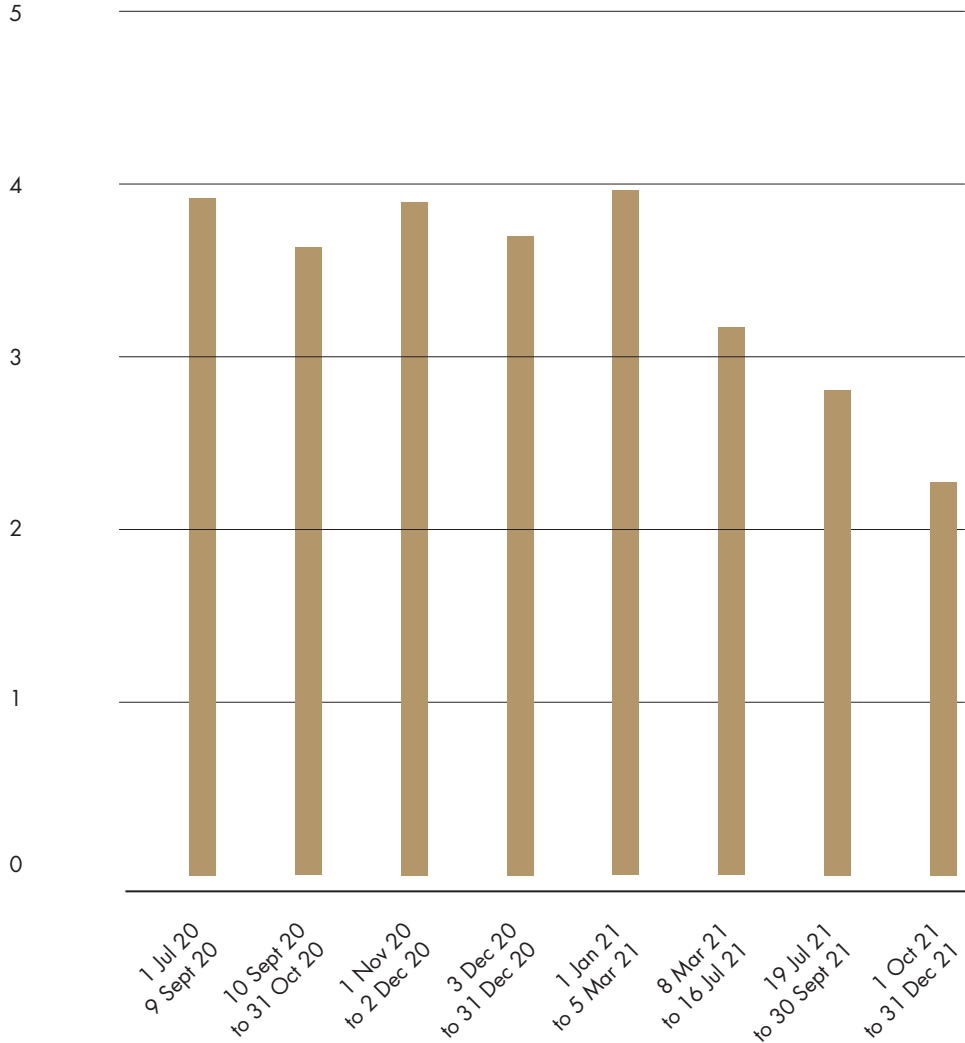
Working patterns

Last year’s report included a section on ‘Future Travel’ where we highlighted how our teams wished to work in the future. As Covid restrictions eased, we continued to consult with our teams and as a result, adopted a Hybrid Working Policy. This policy recognises the need for balance between the personal flexibility and convenience enabled by working from home, alongside the business needs for collaboration and culture facilitated when working in our offices. we have since seen a gradual shift from full time home working during lockdowns, to a balance where people work from the office more than they work at home.

In line with evolving industry best practice, we have now included the carbon emissions created by our employees working from home. This balances the reduction in carbon emissions resulting in the reduction in commuting.

The graph below shows the average number of days our staff spent working from home, summarised from our staff survey. Despite various periods of reduced restrictions, the average days worked at home and in the office did not vary significantly until greater easing in March 2021, with the final three months of 2021 showing an average of almost 3 days each week worked in the office – demonstrating that people do value collaboration and working with colleagues.

Average number of days spent working from home (days)





Gwynfaen Farm, Swansea,

Gwynfaen Farm is an ultra-low carbon housing development owned by two housing associations, Pobl and Coastal. The scheme is designed with energy-efficiency, reduced wholelife carbon, and mechanisms for good social value at its core.

Taking a fabric first approach to design, the 144 energy efficient homes will be constructed from an insulated timber frame kit-of-parts system. The kits will be fabricated offsite. The homes will be electric only and feature: air source heat pumps, mechanical ventilation with heat recovery, and PV arrays. The landscape is designed to encourage residents towards a healthy lifestyle. A SUDS system is incorporated into the landscape to manage water run-off.

An EPC rating of A and a SAP score of minimum 96% were conditions of the land sale.

Carbon footprint

This year we have increased the scope of emissions that we have included within our carbon emissions, and are now including Scope 3 (excluding sub-consultants) as well as Scope 1, 2 and 2+. Definitions for these are given below.

Scope 1

(Direct emissions)

Activities owned or controlled by an organisation that directly release emissions straight into the atmosphere. Examples of scope 1 emissions include emissions from combustion in owned or controlled boilers and vehicles.

Scope 2

(Indirect energy emissions from purchased energy)

Emissions being released into the atmosphere associated with the consumption of purchased electricity, heat, steam and cooling. These are indirect emissions that are a consequence of an organisation's activities but emissions that an organisation does not have direct control over.

Scope 3

(Indirect value chain emissions)

Emissions that are a consequence of an organisation's which occur at sources, which an organisation does not own or control. This is an optional reporting category. We have excluded emissions from our sub-consultants from our Scope 3 reporting, as is typical practice, because they 'own' these emission.

Once again, we have calculated our carbon emissions using two methods: Location based — Formal offsetting and Market based — Carbon reporting

Location based — Formal offsetting

This is the industry standard method for calculating and reporting carbon emissions for offsetting, and uses standard grid carbon conversion factors.

Market based — Carbon reporting

This method uses carbon conversion that recognise the renewable electricity and green gas that we purchase.

The industry standard method for calculating carbon footprint and thus carbon offsetting is reliant on Location-based calculations. We have continued to use this method, and therefore we are effectively 'double offsetting' for the majority of our energy consumption.

Overview of our results

For the previous year 2019–20 our 'location based' carbon footprint was calculated as 322 tonnes of CO₂e, which covered our Scope 1, 2 and 2++ carbon footprint,

For the 18 month period covered by this report we have expanded our carbon reporting to incorporate Scope 1, 2 and 3, and our 'location based' carbon footprint was 334 tonnes of CO₂e for the 12 month period 2020–21, 175 tonnes of CO₂e for 6 months in 2021, with a total of 509 tonnes of CO₂e for 18 months.

The 12 month figure is a small increase on the previous year, but when considering that this includes 81 tonnes of CO₂e for commuting and working from home (compared to less than 4 tonnes of CO₂e for commuting in the previous year), plus emissions from our suppliers, this shows a significant reduction in our carbon footprint for business travel and energy used.

Our Market based carbon emissions were 218 tonnes of CO₂e for the 12 month period 2020–21, 123.6 tonnes of CO₂e for 6 months in 2021, with a total of 341.6 tonnes of CO₂e for 18 months. This is almost exactly the same as the 214 tonnes of CO₂e for the 12 month period 2019–20, reflecting our continued conversion to renewable electricity and gas.

Carbon Offsetting

Having made good progress in reducing our operational carbon footprint over a number of years, in April 2021 we decided that we should offset our remaining carbon footprint for 2019–20 to become Carbon Neutral.

For the 18 month period covered by this report we have expanded our carbon reporting to incorporate Scope 1, 2 and 3, and therefore our total 'location based' carbon footprint was 509 tonnes of CO₂e.

Following on from last year, we will fully offset our residual carbon footprint to remain a Carbon Neutral business.

We will offset 35% of our emissions with Trees for Life, who we used for our 2019–20 emissions. They are a UK based organisation accredited by the Woodland Carbon Code (which, for tree offsetting schemes is equivalent to Gold Standard). Our trees are helping the restoration of the globally unique Caledonian Forest, which once covered much of Scotland.

www.treesforlife.org.uk

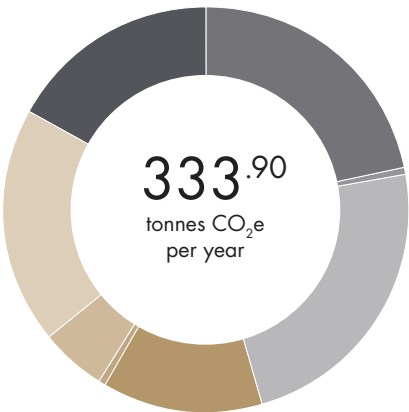
The remaining 65% of our emissions will be offset through Gold Standard and UNFCCC Certified projects outside the UK. These projects support wider UN SDG goals and help create better financial, social, and environmental outcomes

We recognise that offsetting is not a permanent long-term solution to being a carbon neutral business in a carbon neutral world, but equally we recognise the reality of our existing offices and modes of travel. Our challenge is to continue to reduce energy consumption and carbon intensive travel, and to explore alternative methods of carbon offsetting.

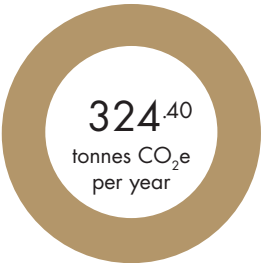
July 2020 –
June 2021
(12 months)

Location based – Formal offsetting

Carbon emissions



Carbon Budget



Budgeted emissions

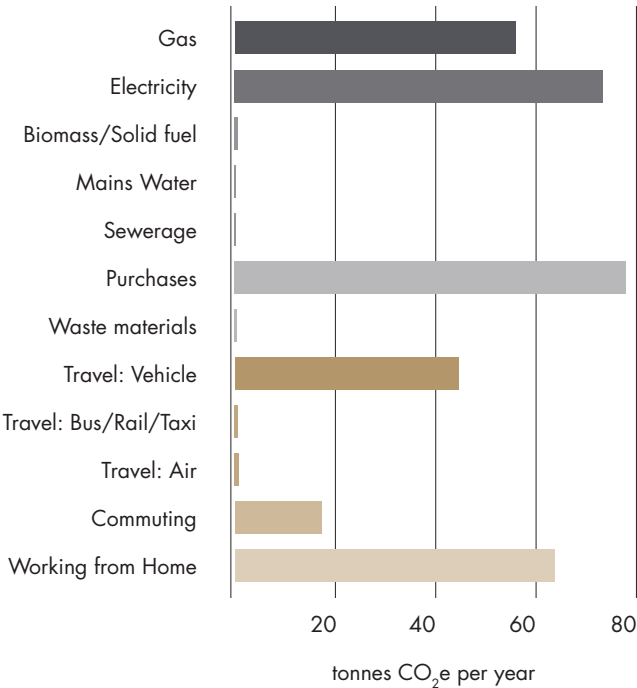
Against UK average per head.
260 staff (full-time equivalent)



Actual emissions

103%
of budgeted emissions

Carbon profile



Scope breakdown
(tonnes CO₂e per year)

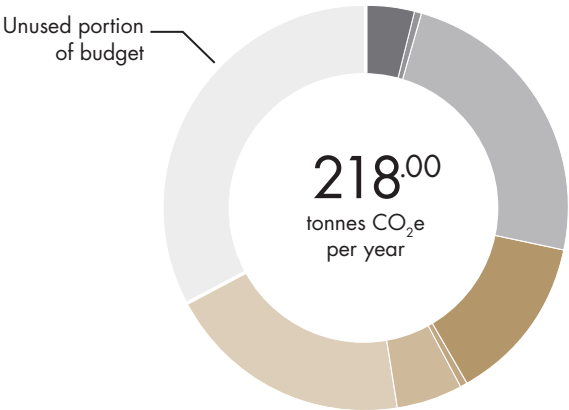
Scope 3	226.8
Scope 2	59.2
Scope 1	47.9

Carbon Intensity
(Scopes 1, 2 & 3)

by turnover (Kg CO ₂ e per £)	0.018
per full-time member of staff (Kg CO ₂ e per year)	1,284.2

Market based – Carbon reporting

Carbon emissions

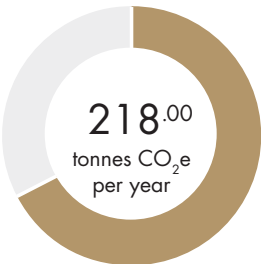


Carbon Budget



Budgeted emissions

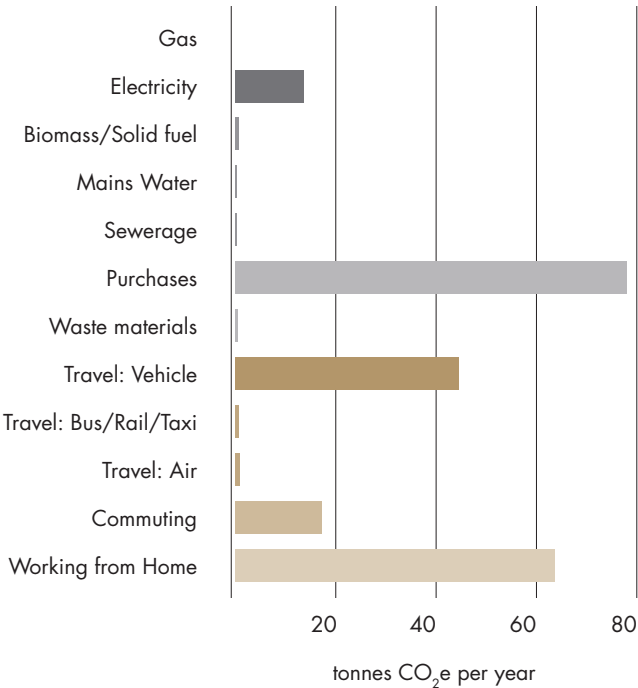
Against UK average per head.
260 staff (full-time equivalent)



Actual emissions

67%
of budgeted emissions

Carbon profile



Scope breakdown
(tonnes CO₂e per year)

Scope 3	209.2
Scope 2	10.6
Scope 1	0.2

Carbon Intensity
(Scopes 1, 2 & 3)

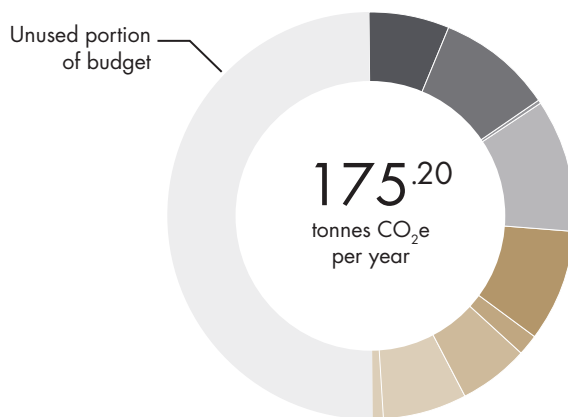
by turnover (Kg CO ₂ e per £)	0.012
per full-time member of staff (Kg CO ₂ e per year)	838.5

**July 2021 –
December 2021
(6 months)**

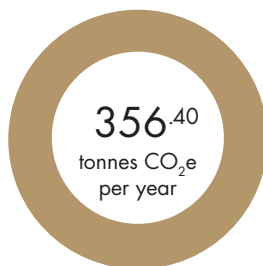
Note:
Data shown for 6 month period
calculated at mid point of budgetary
period July 2021 – June 2022.

Location based – Formal offsetting

Carbon emissions

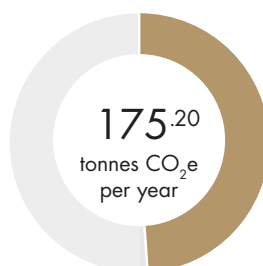


Carbon Budget



Budgeted emissions

Against UK average per head.
286 staff (full-time equivalent)

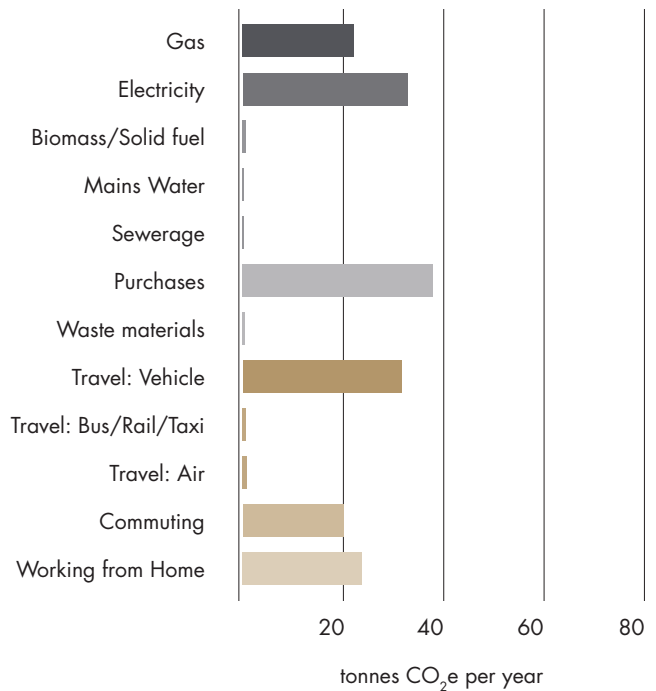


Actual emissions

(at mid point of budgetary
period, July 2021 - June 2022)

98%
of budgeted emissions

Carbon profile



Scope breakdown (tonnes CO₂e per year)

Scope 3	132.3
Scope 2	23.7
Scope 1	19.2

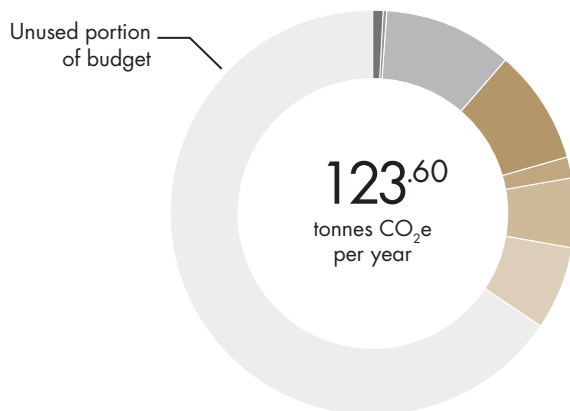
Carbon Intensity (Scopes 3)

by turnover (Kg CO ₂ e per £)	0.019
per full-time member of staff (Kg CO ₂ e per year)	1225.6

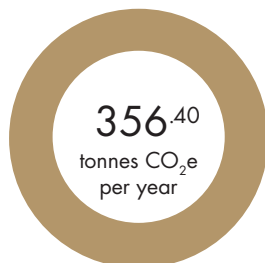
Note:
Data shown for 6 month period
calculated at mid point of budgetary
period July 2021 – June 2022.

Market based – Carbon reporting

Carbon emissions

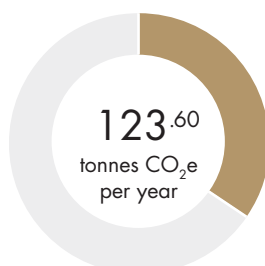


Carbon Budget



Budgeted emissions

Against UK average per head.
260 staff (full-time equivalent)

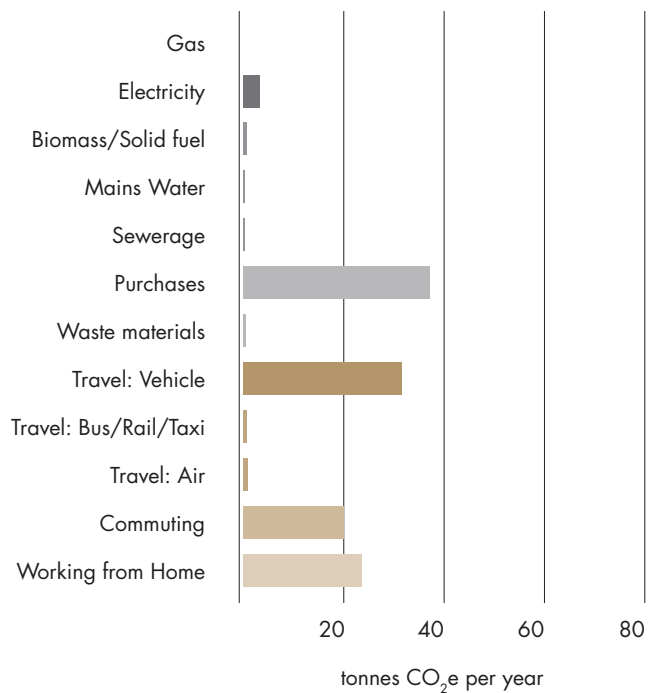


Actual emissions

(at mid point of budgetary
period, July 2021 - June 2022)

35%
of budgeted emissions

Carbon profile



Scope breakdown

(tonnes CO₂e per year)

Scope 3	121.2
Scope 2	2.2
Scope 1	0.2

Carbon Intensity

(Scopes 1 & 2+)

by turnover (Kg CO ₂ e per £)	0.014
per full-time member of staff (Kg CO ₂ e per year)	864.4





Sinking House, Bath

Sinking House, a temporary installation on the River Avon in Bath, is a message of warning and hope to communities across the world. Created as part of our Climate Action Relay, it is also a message to the leaders gathering at the United Nations Climate Change Conference (COP26), to address the issues, reach for lifelines and act now against the intensifying threat of climate change.

Meet the team



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Services

Architecture
BIM & Digital Design
Building Surveying
Design for Manufacture
Embodied Carbon
Graphic Design
Historic Buildings
& Conservation

Interior Design
Landscape Architecture
Masterplanning
& Urban Design
Principal Designer
RIBA Client Adviser
Town Planning

Sectors


Civic
Commercial
Education
Healthcare
Infrastructure
Residential
Technology & Innovation


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Birmingham
Bristol
Cardiff
London
Manchester
Plymouth
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