

# A warm welcome from Pierre Wassenaar

This year, we achieved our recertification—a proud moment of validation, and confirmation of our commitment.

But we don't want to stand still. Instead, we're always looking at ways we can evolve. That's why, in 2024, we made the transition to becoming a full Employee Ownership Trust (EOT).

Moving to employee ownership is the natural evolution of our culture. It places the stewardship of our values directly into the hands of the people who live them every day. It ensures that our financial health and our social impact remain inextricably linked, securing our independence and our legacy for the long term.

Across the pages of this report, you'll hear the stories of our positive impact, told by the voices who made it happen—our people. We're proud, as they are, of everything that they've achieved.

However, a commitment to having a positive impact requires us to admit where we could do things better.

While we have made great strides, we are still learning.
As you will read in this report, obtaining high-quality data for our Scope 3 carbon emissions remains an industry-wide challenge that we are working hard to address. Equally, we are finding that getting to grips with the full complexity of our supply chain—from carbon data to social equity—is a significant task.

It is in these moments of honest reflection that we hope to find the grounds for genuine change.

Four years ago, we became the first AJ100

practice to become a B Corp—a journey

that was sparked by our commitment to

putting our values to action.

This report, therefore, isn't just a celebration—it's an evidence base. It focuses on the best examples of our values in action, but it also recognises the areas where we strive to do more.

It is a testament to the hard work of our teams, and proof that when we put our talent behind our values, we can deliver projects that leave a lasting, positive mark on the world.

Pierre Wassenaar, Chair

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## The move to an EOT gives us all a stronger voice in how we run the practice.

Rebecca Draper, Employee Representative, EOT Trustee Board

## Our people

We're committed to helping our people thrive, both personally and professionally.

By championing wellbeing, investing in talent, and fostering a culture of collaboration, we empower everyone to reach their full potential.



We are 100% employee-owned

In 2015, we set out on a journey to give more agency and voice to our people by extending share ownership to employees.

This year, we completed that journey by fully transitioning to an Employee Ownership Trust (EOT).

Being an EOT means our employees can have tangible influence over decisions, ensure we stay true to our values, and share directly in the value they

The evolution cements our core belief: the people who build our success should own it.

Measuring Our Positive Impact

## Our Get Together

In June 2025, our nine studios reunited in Bristol for the first time in three years. The festival was the perfect way to celebrate everyone who makes us, us.

With nearly 300 creative types gathered in one place, we made sure there were multiple ways to get hands-on. From portrait drawing to painting, archery to high-altitude rope-climbing, there was something for everyone.

Above all, the day was about reconnecting IRL—strengthening the bonds we share with one another.















Great conversations, sunshine and tonnes of positive energy. Amazing performances by very talented colleagues. I'm lucky I get to work with such a friendly bunch of people.

Rob Delius, Head of Sustainability



## Creating a culture of mentorship

## **Darren Wilkins' story**

Darren's career is a testament to our culture of mentorship. His journey from a teenage sketching enthusiast to our current Managing Director has been defined by the connections he's made along the

Beginning his time at Stride Treglown as an office junior, his attitude and skilled model-making quickly led to a full-time role once he'd qualified as an architect.

In the years since, he's been instrumental in shaping the business—growing our regional presence as Cardiff's Regional Director and playing a key role in our transition to an Employee Ownership Trust as MD.

His secret? To ask for support, and support others without them having to ask.

To me, building a building and building up a person have equal value. I want to pass the support I received on to everyone I can. At Stride Treglown, if you ask for help, you get it. I hope that's something I've helped to grow as MD.

Darren Wilkins, Managing Director



17,365 hours mentoring and L&D received internally

hours mentoring and L&D given externally

## More ways to GROW

Our GROW learning programme is expanding. This year, we added three new training initiatives.

**Thursday 60**, a series of expert-led, essential modules that keep our teams in line with best practice, and **tailored training days** designed to support colleagues at key points in their career development.



elopment.

We also began rolling out **Strengthscope**®, a strengths-assessment tool to help our people identify and develop their unique talents.

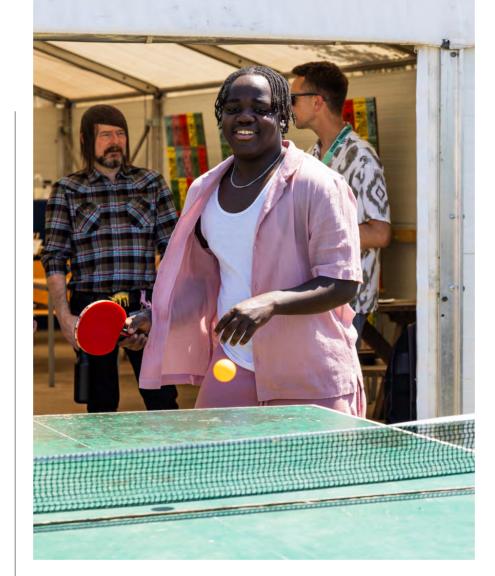


We introduced **Lattice**, our new performance and development platform. It provides clearer career progression paths and simplifies the process of giving and receiving feedback.



I feel more equipped to succeed with every GROW session.

Employee feedback for GROW



# Supporting students in the workplace

8 apprentices

employees in education

hours school engagement

student bursaries in 2024 student bursary, up from £1k 30 hours mock interviews

Through Stride Treglown's Future Careers programme, I've not only developed new levels of technical skill—I've also learned how to represent myself and my company.

Ryan Tembo, IT Support Analyst

### **Celebrating rising stars**

Two of our rising stars in Manchester, Andreea Dragos and Josh Banks, were shortlisted at the 2025 Generation for Change Northwest Awards—a fantastic achievement for them both, and an exciting moment for the next generation of architects and technologists at Stride Treglown.

Measuring Our Positive Impact

## Building a fairer, more inclusive workplace

Being as supportive and inclusive as possible is an ongoing journey. Our HR Advisor, Arlene Roach, has played a key part in moving us forward.

She's been instrumental in helping us to become a Living Wage Employer, and a Disability Confident Committed Employer,

meaning fairer pay and a more inclusive and supportive workplace for all.

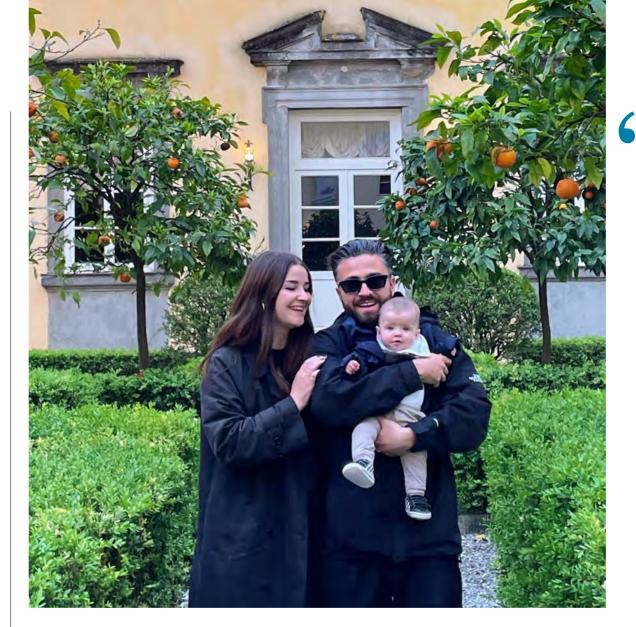
So, it seemed only right that Arlene was invited to Westminster to represent Stride Treglown at the Living Wage Foundation's 2025 Parliamentary Reception.



Arlene Roach, HR Advisor







My partner had a caesarean birth, and I honestly don't know what we would have done if I'd had to return to the office after a fortnight.

Paul Mayor, Senior Architectural and Urban Designer

During the pregnancy, we were worrying about how much time and money we'd have. When the change came in just after my daughter was born, it meant we could save for a trip to Tuscany, where our daughter got to meet her Italian family.

Erin Porrington, Bid Co-ordinator

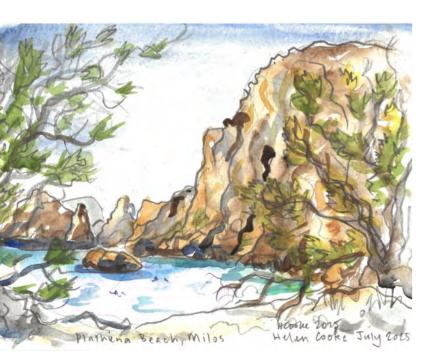
### **Enhanced** support for new parents

On the 1st October 2024 we increased the enhanced maternity provision to four months full pay, and the enhanced paternity provision to four weeks full pay. It is our long-term ambition to extend this even further.



## Acknowledging milestone moments

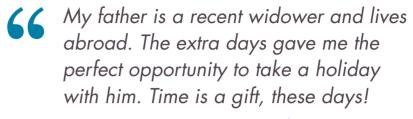
We introduced an extended annual leave scheme to acknowledge major ten and twenty-year milestones.



The extended break allowed me to finally visit the Parthenon in Athens—a dream I've had since my first architecture lectures. It made me feel truly valued for my years of dedication.

Helen Cooke, Senior Associate Architect Those who've been with us for ten years receive an extra five days leave, and at twenty years, they receive an extra fifteen days.

In 2024, 116 employees were eligible for the five-day benefit and 39 were eligible for the fifteen-day benefit.

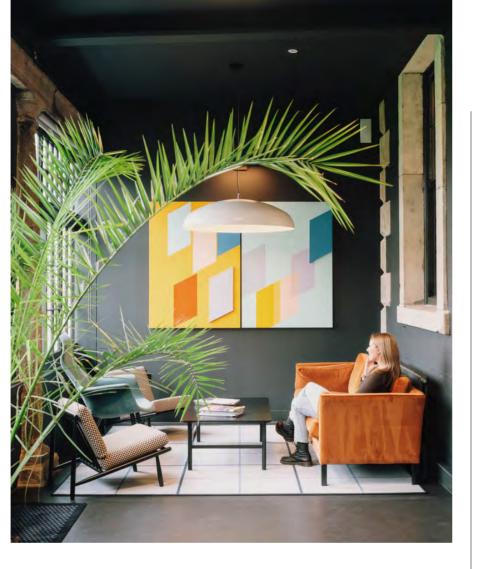


Sam Murray, Associate Contract Coordinator



The Plymouth studio has a new lease on life. It's really enhancing our working culture and helping the team feel more connected.

David Banner, Regional Director, Plymouth



# Investing in the places our teams call home

Our Senior Interior Designer, Kasia Jemiol, worked closely with teams in Plymouth and Truro to refresh the studios they call home.

The two spaces now reflect the unique character of our teams, celebrate their regional identity and promote their wellbeing. They act as a hub for clients and our wider practice to meet, create and collaborate.

The whole team feels excited to work at the new Truro studio. Our investment in this important historic building in the centre of the town reflects us, our work, and our place within the Cornish community.

Carl Harding, Regional Director, Truro



## **Pixel Penzance**

### A creative hub for the highstreet

Commissioned by Cornwall Council to help revive Penzance's highstreet, we designed Pixel: a BREEAM 'Excellent' creative hub that blends historic 18thcentury stone with a striking glass facade.



The project's design responds to local concerns about decline and an economy overly reliant on seasonal tourism. Instead of temporary jobs, Pixel provides permanent studios and collaborative spaces that nurture local talent year-round. And, by bringing people together, it supports surrounding local businesses.

It is a place where composers, content designers, and artists can collaborate, connect, and build sustainable careers, creating an ecosystem that empowers the local community to thrive.

Can the solution of the things you love.

Richie Crago, Pixel Inhabitant



## Our communities

We believe our role extends far beyond the boundaries of a project site or studio. We are neighbours, volunteers and partners, committed to using our skills to strengthen the communities we serve. Here's a look back at the community impact we've made together this year.

9 pro bono projects 388
hours against
pro bono projects

£18,878 pro bono annual spend



## Empowering regional impact

This year, we launched our Regional Social Impact Plan. It empowers our nine regional studios to use their unique skills and local knowledge to support the causes they care most about, creating meaningful changes in their communities. Here are some of our favourite stories:



£3,506
donated by the
Quartet Foundation

Our Quartet Community
Foundation (QCF) fund supports
grassroots local initiatives.

This year, the fund has supported Zero Carbon North Somerset, who are reducing the waste generated by events.

#### **Manchester Pride**

Our Manchester studio and Building Equality hosted an LGBTQ+ industry networking event, raising £400 for akt, a charity that supports homeless LGBTQ+ youth.

#### **Norton Hall**

Our Birmingham studio is providing £6k in pro bono design support to Norton Hall for a new Forest School nursery, expanding the charity's community impact.

#### **Gympanzees**

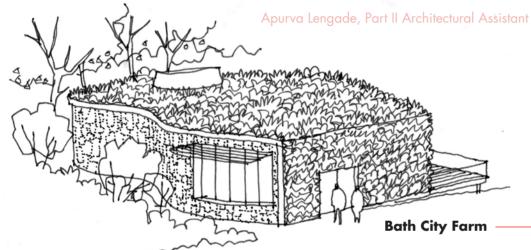
Our Bristol studio continues to work closely with charity Gympanzees to transform a 1960s service station into the UK's first leisure centre for children with disabilities and learning difficulties. After many years of pro-bono support it is set to open in late 2026.



### The Gingerbread City

Our London studio created a mouthwatering miniature of our Devonport House retrofit project for The Gingerbread City exhibition, serving as delicious inspiration for future architects and placemakers.

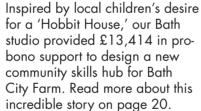
Back at university, being able to work on live projects that focus entirely on sustainability felt like a utopian dream. Five years later, working on Bath City Farm, that dream is taking shape.



An early sketch for Bath City Farm

Into interior design at University of South Wales

Our Cardiff studio partnered with the University of South Wales to offer a true-to-life interior design experience—including workshops, mock interviews, and a competition that saw the winning design created.



Stride Treglown's consultants were exemplary partners. They made the entire process feel clear and manageable.

Tom Lavis, YMCA Plymouth

### **YMCA Plymouth**

By providing pro-bono designs for a new roof, alongside ongoing support, our Plymouth studio helped the local YMCA secure a major Sports England grant to renovate their entire facility.



### Sophie's Legacy

After our Winchester studio led a successful collection of essentials for Sophie's Legacy, a charity that supports families admitted to hospital with their children, Philippa Klaschka and Katie Brown went many steps further by running the Royal Parks Half Marathon.

#### **Cornwall Climate Commission**

In June 2024, Sarah Lee stepped into the role of Climate Commissioner for the Cornwall and Isles of Scilly Climate Commission, helping to shape sustainability in the region.

# Defining local priorities, delivering lasting impact





In September 2025, we published our first Impact Analysis Report to answer a crucial question: how do we design for community wellbeing?

It marks our first real-world application of our Impact Analysis framework—a deeper form of listening that translates local

experiences into meaningful design decisions.

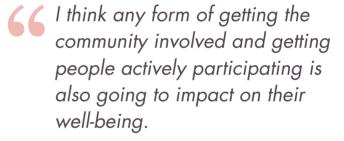
This flagship study focuses on a new primary school for Glyn-coch, providing a clear roadmap from community feedback to design and setting a new benchmark for understanding our long-term impact.

Impact Analysis has given us a means to create evidence-based design that is tailored to deliver long-term impact, not only for the students of Glyn-coch, but for parents, neighbours, and the wider community.

James Page, Senior Associate Architectural Designer



in-depth interviews



Youth Engagement and Participation Service



100+ cups of tea



4 months
regularly visiting
Glyn-coch

For such a little thing, it makes a massive difference. We're already seeing people gathering, sharing, eating, smiling. Our garden has come to life.

Jane Downes, Woolwich Common Community Centre Manager

## Coming full circle with The Circular Kitchen

For the past two years, our London studio has supported students from Central Saint Martins in creating The Circular Kitchen—a community kitchen based on the principles of the circular economy.

The result is a versatile portable garden kitchen, shaped directly by the needs of the Woolwich Common Community Centre.Built almost entirely from repurposed materials, the kitchen was delivered

to Woolwich in September 2025, where it acts as a sustainable hub for locals to connect, learn, and most importantly, enjoy delicious food.



£18,364
in support since
project began



## Environment

True sustainability starts with accountability. We are committed to taking the measurable steps—big and small—that drive real impact.

### Reducing our carbon emissions

We have committed to reducing our carbon emissions and have targets verified by Science Based Targets initiative (SBTi). Working from a 2019 baseline, our approved targets are:

50% reduction in Scope 1 & 2 emissions by **2030** 

90% reduction in total emissions (Scope 1, 2 & 3) by **2050** 

Learn more from Seedling, our independent carbon auditor.



#### Scope 1 & 2 results unpacked

In 2024, we made Seedling our carbon emissions auditor. This changed our methodology, meaning 2024 results are not directly comparable to previous years.

However, despite a slight rise in Scope 1 & 2 emissions, we remain on track for our 2030 targets.



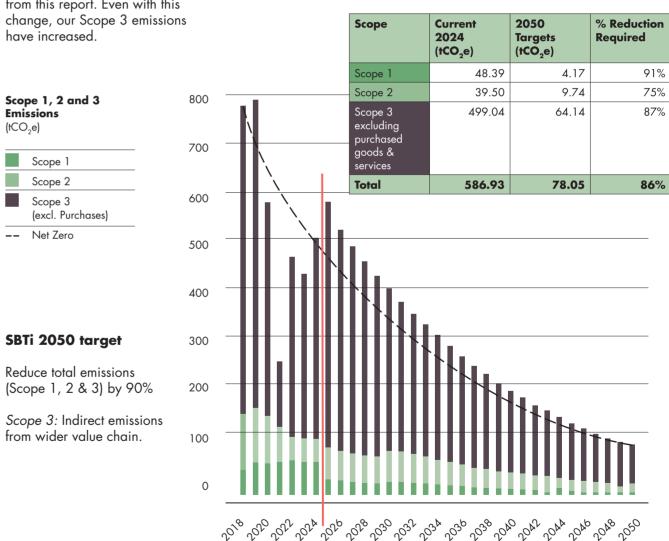
### Scope 3 results unpacked

The change in calculation methodology has impacted our Purchased Goods and Services most, meaning comparison with previous years is unreliable. Therefore, we have excluded these from this report. Even with this change, our Scope 3 emissions have increased.

This is partly due to the new methodology, but it also reflects an increase in business travel and commuting. Despite this, we are on track to meet our 2050 target.

This coming year, we will refine the data to obtain more accurate results, and develop initiatives to reduce emissions from business travel, waste and commuting.

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## **Empowering sustainable choices**

As we continue to work towards our long-term climate targets, we also want to support our employees in their efforts to live, and even holiday, more sustainably.

Our Climate Perks scheme offers employees two extra days of annual leave for choosing sustainable methods of travel. Recently extended to include UK destinations, the scheme has supported our team on journeys far and wide—from the Outer Hebrides to Mainland Europe.



claimed



18 locations visited 16,886kgCO<sub>2</sub>e



AMy son and I had an amazing adventure interrailing across Europe to stay with a friend in Vienna, stopping in Luxembourg on the way out and Bern on the way back!

Sarah Lee, Senior Associate Architect

## Climate Perks travel diaries

My father-in-law, Charles, had never been abroad before. At 78, he decided he wanted to see the tulips in the Netherlands. The scheme helped us plan a road trip, making the journey part of the adventure.

Rob Bailey, Associate Solutions Analyst



## A catalyst for industry change

To help drive the creation of affordable, low-carbon housing at scale across Wales, we partnered with the Welsh Government and 23 social landlords to create the Tai ar y Cyd Pattern Book.

This practical yet innovative guide uses Modern Methods of Construction to introduce 15 core house types and 18 variants that all exceed Welsh quality standards. A trailblazer in its field, it challenges negative perceptions around standardisation by providing an affordable, local and attractive option.

Now adopted as a key tool in the Welsh Government's ambition to deliver 20,000 new homes, the pattern book has sparked UK-wide interest and is driving industry-wide change in standardised, sustainable housing.



Tai ar y Cyd represents a significant step forward in our commitment to building sustainable and affordable homes here in Wales.

Jayne Bryant, Welsh Government Cabinet Secretary for Housing and Local Government

#### Winner

#### Pioneer

Structural Timber Awards

## Integration & Collaborative Working

Constructing Excellence Wales Awards

### **Shortlisted**

Sustainability Initiative of the Year
Alloo

## Excellence in Housing Innovation

Welsh Housing Awards



19

## Blueprints for Biodiversity

## Our commitment to designing for biodiversity started long before it was standard practice.

That's why we were proud to see one of our early trailblazing projects, The Met Office Data Centre, picked up by the Chartered Institute of Building's film series "Blueprints for Biodiversity", which revisits some of the UK's most pioneering projects.

This year, we reached another milestone on the journey to designing for biodiversity, as we earned our first ever Building with Nature (BwN) Full Award for our landscape design at Glyncoch school. The award recognises the project's commitment to creating an inspiring, inclusive and nature rich community space.

That commitment is also being expressed in our designs for Bath City Farm's brand new building.

## Bath City Farm: Designing a building as habitat

Guided by feedback from local children who loved the organic forms of 'Hobbit Houses,' we developed pro-bono designs for a new community skills hub at Bath City Farm.

Founded on the principle of 'Building as Habitat', its undulating outer wall will be constructed with a timber frame and insulated with straw grown just two miles from the site.

Its exterior surface is designed as a functional habitat wall for local birds and insects, and a living roof will merge seamlessly into the hillside, creating a continuous ecological corridor for wildlife.

The project is currently in the preapplication phase, the first step in bringing this community asset to life.



Stride Treglown's design beautifully reflects the diversity of the land and people that make Bath City Farm so special.

Brendan Wistreich, Director, Bath City Farm

## Meet the inhabitant's of Purdown View

Purdown View is the UK's largest Passivhaus student accommodation development—designed to provide 900 students with comfortable, low-energy homes in a biodiverse environment.

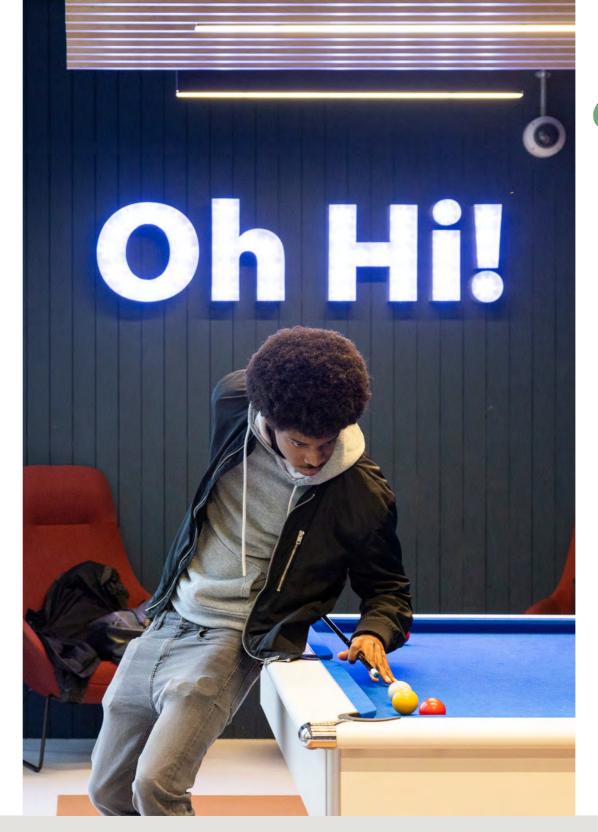
With air source heat pumps for hot water and photovoltaics for energy and lighting, the accommodation boasts outstanding levels of thermal performance. Paired with its well-planted outdoor environment, the design supports sustainability and wellbeing both inside and out.

Last year, we returned to Purdown View as part of our Inhabitant interview series, which gathers actionable feedback from the people who call our projects home.



Since living here, I feel mentally and physically stronger.

Jasmine, Student



Students are more sociable and seem happier. They probably don't realise what impact the building is having.

Hannah, Communications Officer

#### Winner

## Sustainability Project of the Year

Insider South West Property Awards 2025

## Innovation in Student Housing

CUBO Awards 2024

### **2030 Climate Action**

Green Gown Awards 2024

#### **Shortlisted**

**Environmental Impact**Building Awards 2025

**Higher Education Project** Al Architecture Awards 2025

## Health & Wellbeing Initiative Student Accomodation Awards 2025

# Our clients and partners

Great design is born from open, honest dialogue—with our clients, our partners and our industry peers.

This is why we embed structured feedback into our projects and actively create forums to share our knowledge, challenge our thinking, and learn from others. These conversations don't just build stronger relationships; they lead to more impactful, meaningful design.



I go to meetings and am in awe of the expertise they show around the table.

Miranda Thomas, Head of Strategic Estates Projects, University of South Wales

Stride Treglown have a real can-do attitude. We look forward to continuing the excellent relationship on future projects.

Barry Higgins, Senior Design Manager, Graham Group

The results speak for themselves. Hodge House has created the kind of growth the wider Cardiff office market just hasn't seen.

Andrew Mercer, Office Sector Lead at L&G Asset Management

They don't just meet industry requirements, standards and regulations—they add design flair.

Tim Gilbert, Business Program Manager, Microsoft

## Engaging with our partners

A deep understanding of our clients' experience is vital to our success. Our 'Engage' programme makes this possible.

Engage provides a structured framework for gathering client insights through surveys and interviews at pivotal moments in a project.

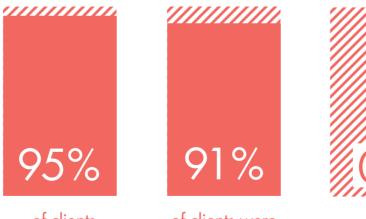
The only structured listening programme of its kind in our industry, Engage is a core component of our practice across

all nine studios, where project leads receive dedicated customer experience training and regularly review feedback.

We also leverage the expertise of customer experience consultancy Insight6 to provide an independent, external review of our performance.

Going through the Engage process was a welcome opportunity for me, as a client, to provide feedback on key aspects of Stride Treglown's service. It strengthened my view that they are a client-orientated firm who deserve praise where it's due.

Danny Flynn, Project Manager, Capital Planning Department, Swansea Bay – University Health Board

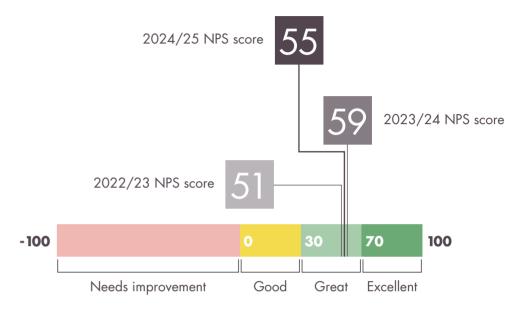


of clients would recommend Stride Treglown





### **Our Net Promoter Score (NPS)**



\*Industry standard

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### **Our Net Promoter Score explained**

Net Promoter Score is a metric to gauge customer satisfaction and loyalty, determined by asking one key question: "How likely are you to recommend our company/ service?" Based on their responses, clients are grouped into Promoters (happy, enthusiastic clients) and Detractors (unhappy clients). The NPS score is the difference between the percentage of Promoters and Detractors.

106
responses to our
annual client survey

30 in depth client 1-2-1 interviews in 2024/25

## Shaping Bristol's built environment

We partnered with Bristol-based charity Design West to host our 'Shaping Future Places' series.

As a long-standing part of Bristol's community, our goal was to provide solutions for key issues facing the city's built environment.

Across five sessions, our experts shared their insights with an audience of professionals and the architecturally curious, sparking conversations about how to create better, healthier places for the South West.



The Shaping Future
Places series inspired
my dissertation topic,
which goes to show
how meaningful these
discussions have been.

Usha Bholah, Assistant Project Surveyor, Rohan Short



2024

February

**Urban Regeneration** 

Our panel investigated the

themes behind successful

regeneration.

The Future of Retrofits

September

Our experts discussed successful office retrofits and when redevelopment is the better choice. October

Student Accommodation and Wellbeing

We explored how student accommodation can improve wellbeing and community integration.

November

**High Density** 

We gathered with experts to discuss the challenges and strategies of highdensity development. 2025

March

**Building Bulletins** for Schools

Our panel explored new approaches for creating the next generation of sustainable, user-centred schools.

## 25 years of trusted advice

### The Royal Holloway story

We're defined by our longterm client relationships. They demonstrate our commitment to designing for the evolving needs of the people and communities we serve. Our 25-year partnership with Royal Holloway, University of London, is a testament to this.

The relationship began when we won a design competition to design a single project: the Gowar and Wedderburn halls of residence. Today, our work with Royal Holloway spans hundreds of projects across every discipline, including architecture, town planning, masterplanning, interior design and landscape design.

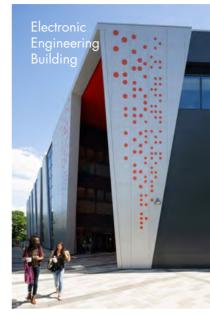
It's a relationship founded on mutual respect and a deep understanding of their vision, and we're proud to be their trusted partners.

Gowar & Wedderburn

Gowar and
Wedderburn set us
on a new path. The
trust Royal Holloway
placed in us then, and
in every project since,
has shaped us just as
much as we've shaped
their unique and
beautiful campus.

Matt Tarling, Director









School of Management

In our experience, Stride Treglown is a model firm of architects. Our longstanding partnership has resulted in many successful projects, and we value their strong leadership, proactive approach and clear client focus.

Michael Berry, Director of Estates, Royal Holloway, University of London

## Looking forward

Reflecting on the stories in this report, I am incredibly proud of how far we have come since our B Corp journey began in 2021. We have embedded social value into our strategy and our projects, empowering our teams to create real change.

By empowering our nine studios to drive local initiatives backed by a dedicated annual pro-bono budget, we have ensured our social value work connects deeply with the communities we serve.

But as Pierre highlighted, being a responsible business means constantly identifying where we can do better. The areas for improvement identified when writing this report have already become the blueprint for our work over the coming year.

To address the challenge of reducing our Scope 3 carbon emissions and improving the quality of our data, we are implementing a more rigorous sustainable procurement strategy.

Progress here may be incremental, but we are committed to ensuring it is impactful, addressing issues ranging from carbon reduction to modern slavery policy. To further reduce our operational footprint, we are developing initiatives to encourage lower-carbon business travel—shifting behaviours to prioritise trains and EVs to address a recent rise in travel emissions. We are also planning more sustainable retrofits for our own studios, with Cardiff next up in 2026.

With comprehensive supply-chain principles now in place—covering everything from workers' rights to environmental factors—we're also placing our focus on consistency, ensuring these standards are integrated into every purchasing decision we make.

Perhaps most excitingly, we are moving to deepen our evidence base. Next year, we look forward to sharing the results of our post-occupancy research at our pioneering sustainable residential development, Gwynfaen—moving beyond design intent to measure the real-world social value we create for residents.

Impact is an ongoing practice.
We are already hard at work on the next chapter, and we can't wait to share it with you.

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Karyn Williams, Head of Social Value



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### **STRIDE TREGLOWN**