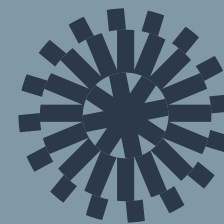


Tyler Grange Impact Report 2024



Tyler
Grange

Certified



Corporation

MD's Welcome Letter

I write this having just returned from Goodfest in Cornwall, a gathering of inspirational humans that had all decided to embrace this year's theme - to Dream Big, Act Now. In a year that has seen me taking on a new role as Managing Director at Tyler Grange, the theme was perfect, as one of my main areas of focus was to ensure that the business became more than purpose-driven, setting a firm objective to be action-driven.

Yes, conversation and intention is good, but experimenting, innovating, pushing boundaries, enjoying successes and celebrating failures is much more important in my opinion. As a B Corp, we have a duty to face social and environmental challenges head-on. Showing others that you can run a profitable business, whilst tackling complex issues, educating and encouraging those around you on the way and pushing beyond the comfort zone of likeminded B Corp collectives, specifically targeting the sceptics. If we can get those people one step closer to our mission, then we are making progress.

However, most important of all is commitment and collaboration. I had the privilege of listening to Clover Hogan talk about her work as a climate activist. It really struck me that at the age of 24, she has dedicated her young life to the cause, to the point of emotional and physical burnout. We can't let people like Clover take on all the burden, but in her own humble style, she reminded us that collective action is everywhere. We're like a mycelium network with the ability to work together, grow together and to take positive actions together.

Business does have a place in our sustainable future, but we need to feel uncomfortable. As Clover states "if you're not uncomfortable, you're either not in the right rooms or not inviting the right voices in." We need to open up to constructive challenges that allow us to get ahead of the curve and will make for a more resilient culture. We need to avoid greenwashing at all costs, we need to influence policy makers and actively educate our industry, our clients, our suppliers and our friends and families.



Jonathan Berry

Finally, a reminder. We all have a duty to listen to young people; and I mean to make time to properly listen to their concerns. Don't dismiss a different generation, but give them your time, your support. That is my commitment, and it would be great if you could do the same.

Jonathan Berry

*Managing Director of
Tyler Grange Group Limited*

Read our change of management [blog](#) ↗

This Year's Highlights

48:56

Male to Female employees

(full total, as of October 2024)

£15k

Donated to charity

(2023-24 financial year)

25

B Corps working with

(as of October 2024, up by 7 since 2023)

12%

Reduction in annual mileage

(in 2023, from 2021 baseline)

927

Total reported hours
volunteered

*(January - December 2023, there will
be a lot more not recorded)*

95%

Team agree that sustainability is a
priority, backed up by action

(Reported to Sunday Times Best Places to Work)

95%

Team proud to be part of TG

(Reported to Sunday Times Best Places to Work)

10%

Workers from
underrepresented groups

(January - December 2023)

What we are most proud of:

The last 12 months have seen a number of highlights, but we've selected some of our proudest moments below:

Becoming a Carbon Literate Business



With the help of the **Better Business Network**, we have offered **Carbon Literacy** training to our whole team, as well as some of our TG partners and collaborators. To date, 13 members of the team have successfully achieved their certification, 11 completed their training in October 2024 and more are to be trained in the future. We are now part of a community of over 100,000 certified Carbon Literate citizens - spanning seven continents, 33 nations and over 7500 organisations, which shows our commitment to deliver a cultural shift with regards to climate action.

Three B Corps under one roof

We have two tenants in our Manchester office. Marketing experts **'MP&Co'**, and video production agency **'Studio 91 Media'**. Both happen to be suppliers and advisors to Tyler Grange, with an already exemplary approach to people and planet, and we've encouraged and/or helped them to achieve B Corp certification. We couldn't be prouder of this little cluster of B Corp goodness behind the arches of Deansgate Station.

MP&Co  **STUDIO 91 MEDIA**



Recognition through awards

Nominations and awards are always a great way to reflect on what we have achieved as a business, and also a motivation to keep innovating and improving. Our most high-profile accolade in 2024 was being listed as one of the **Sunday Times 'Best Places to Work'** [🔗](#). The highlights from our team engagement survey undertaken by WorkL had revealed an impressive 89% engagement score (against an industry average of 15%) with 95% feeling proud of the organisation they worked within and only a 2% flight risk. As a B Corp environmental consultancy, we were also encouraged that 95% of our business agreed that we are treating sustainability as a priority and backing it with action.

What we said we were going to do:

We set ourselves some ambitious goals for this year, as mentioned in our last [impact report](#) ↗:

Here's what we said we would do:



- ✓ Complete all questions within the SDG Action Manager
- ✓ Consider Sustainable Pensions and Banking Providers, change where we can
- ✓ Implement better recording and monitoring to evidence Customer Feedback
- ✓ Issue, approve and monitor Supplier Questionnaires, for Preferred Supplier listings
- ✓ Target: 100% of the team to use their Volunteering Days
- ✓ Set our near-term reduction targets and strategies for Net Zero

- ✓ When we recertify in 2025, we will aim for a B Impact Assessment Score of above 100 points
- ✓ Include B Corp and 4DW promotions in our Report Templates
- ✓ Investigate how to report on individual carbon emissions if business size and activities increase
- ✓ Research how to be able to provide clients with ESG analysis for their portion of their products / projects
- ✓ Improved sustainable travel strategy.

Company Overview

Who we are and what we do

Tyler Grange Group Limited are a UK-based leading environmental consultancy, offering professional arboricultural, ecological, landscape planning and green infrastructure services.

We cover everything from; tree protection strategies, biodiversity net gain (BNG) advice and green / blue infrastructure, to protected species surveys, landscape masterplans and expert witness - and everything in between!

We have 7 offices based throughout major cities, and the rural Cotswolds countryside, and employ over 80 permanent members of staff, who we lovingly refer to as our 'Tribe'.

We even brew our own **beer**, with the help of local microbrewery **Burning Soul**, to gift to our clients, partners and employees. We don't sell them, so you have to know us to get one!



Caring



Belonging



Enjoyment



Honesty



Opportunity

Case study - Meon Vale

This long running TG project exemplifies how we like to work - in collaboration with other skilled consultants and designers, as well as the decision makers and other experts, to deliver exceptional results for the client, the new local community and wildlife.

Watch how we've been involved in this 110 ha former MoD site, which **St. Modwen** purchased in 1999, to create a new purpose-built, green infrastructure-lead, mixed-use development. The site is almost complete and our post-habitat creation monitoring surveys have demonstrated how the aspirations set out on plans has been implemented successfully.

[Video Link](#) ~ video by Ben Horrigan, Studio91

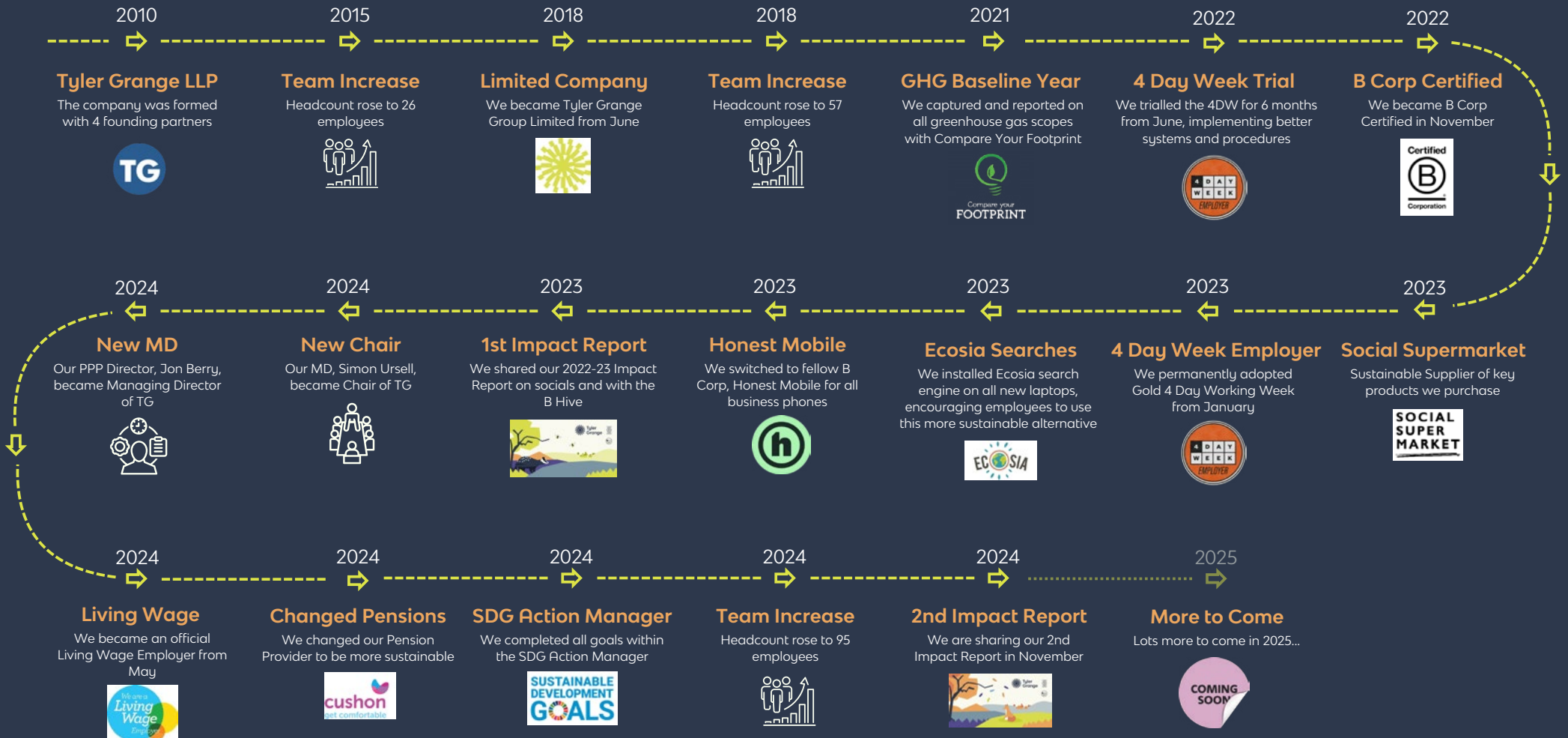


BIG Biodiversity Challenge Award Winners 2023
Habitat Creation: Project of the Year Award winner



TG's timeline and key milestones

We've achieved a lot since we started out in 2010 with just 4 founding partners, **2025 will mark our 15th birthday**. There's lots more to come...



B Corp certification

We originally certified in 2022 with no Impact Business Models (IBM), other than the standard [Governance] Mission Lock.

IBMs are a powerful way to boost BIA scores through gated questions, and require specific evidence, so we will focus on this for recertification in 2025.

The points we earned in each of the 5 key impact areas in our first certification in are pictured below.



[NEW] We will unlock our chosen IBMs when we recertify next year.



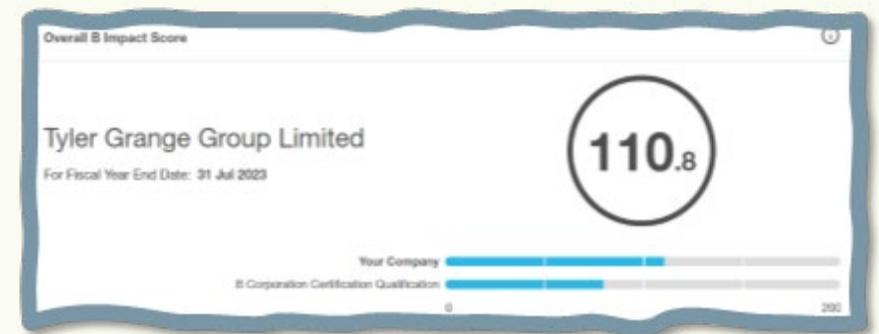
Our second B Corp certification year

What we said we would do: we would aim for a score above 100 points in our next B Impact Assessment (BIA) - **PART ACHIEVED**

What we have done: we unlocked the BIA to update the [SDG Action Manager], so extra points have already been awarded, however, the 110 score below (right) hasn't been officially validated yet - but it's a positive start and a step in the right direction for recertification next November.



This goal remains until we officially achieve the 100+ points.



Why we became a B Corp

“When we established Tyler Grange, we always wanted to put people and planet at the heart of everything. We wanted to enjoy what we had created and make a difference to everything around us. We forged ahead with our own ideas and initiatives, but in 2018 I read an article about Innocent Drinks and the B Corp movement. It immediately struck a chord, as it offered a framework to track our performance and provided a global community of individuals and organisations seeking to do things differently. The rest is history - as the other owners required very little convincing!”

Jon Berry, Managing Director.

Being a B Corp was a natural fit for Tyler Grange, aligning with our purpose, which is “to get stuff done and to ensure everything thrives - especially our people, our projects and our planet”. We do this whilst providing high quality advice and support to our clients. It’s this combination of what we do and how we do it which makes us unique. Why would anyone do business any other way?

Our ‘B Keeper’ (not real bees!) is passionate about B Corp and all it encompasses, and helps keep us on track for continual improvement and progression. **Kay Geoghegan** has been pivotal in our B Corp success and improving our business, sharing her knowledge and tips readily with others, and eagerly seeking out to learn and stay on top of the ever-evolving changes. This was recognised in 2024 with Kay being awarded the “Sustainability and Biodiversity Leader Award” at the Pro Landscaper Sustainability & Biodiversity Awards 2024.


Whilst we have seen that being a B Corp and a 4 day week employer has been a huge success to Tyler Grange, we don’t want to keep it to ourselves, we want everyone (projects, people and planet) to benefit. Therefore, we have been out to spread the word; speaking at events, on television and radio, and also in digital and print media, shouting about the benefits and encouraging other to embrace it!

Certified



Corporation

Our suppliers:

What we said we would do: issue, approve and monitor supplier questionnaires for our preferred supplier listings - **PART ACHIEVED** 

What we have done: we issued bespoke questionnaires to our top 80% spend suppliers. The questionnaire was aligned to the BIA and SDG Action Manager to capture environmental and social aspects, demographics, public commitments and key disclosures.

This goal is part-achieved because we received 36% response (the expected average), however, we will aim to create a charter to share with our suppliers to inform them of the importance of obtaining their responses, which will hopefully boost returns.

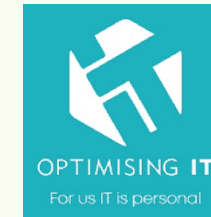
Supplier	Overall Score	B Corp / Similar	Employee Wellfare	GHG Reductions	Publishes ESG	S/C Screening	Disclosures
Supplier 1	100%	●	●	●	●	●	●
Supplier 2	100%	●	●	●	●	●	●
Supplier 3	100%	●	●	●	●	●	●
Supplier 4	90%	●	●	●	●	●	●
Supplier 5	90%	●	●	●	●	●	●
Supplier 6	80%	●	●	●	●	●	●
Supplier 7	80%	●	●	●	●	●	●
Supplier 8	10%	●	●	●	●	●	●
Supplier 9	0%	●	●	●	●	●	●



This remains in place for next year’s reporting, and we will increase it by raising the number we are hoping to receive a response by to 50% by 2026 (KPI) as well as creating and issuing a charter.

Our B Corp Suppliers:

We have continued to increase our B Corp suppliers*, adding 7 more this year. We flag these on our system as our 'preferred suppliers' for purchasing teams (along with those who have completed, and align to, our supplier questionnaire). It helps us do 'more good' working with purpose-driven organisations, and local, independent suppliers. We look forward to continuing to grow our connections over the coming years as part of our sustainable purchasing drive.



*More B Corp suppliers, not listed here yet.

Our Achievements this Year

Awards

Following our multiple award wins last year in Sustainability, Biodiversity and Disruptor categories, we have been recognised for our achievements again this year:



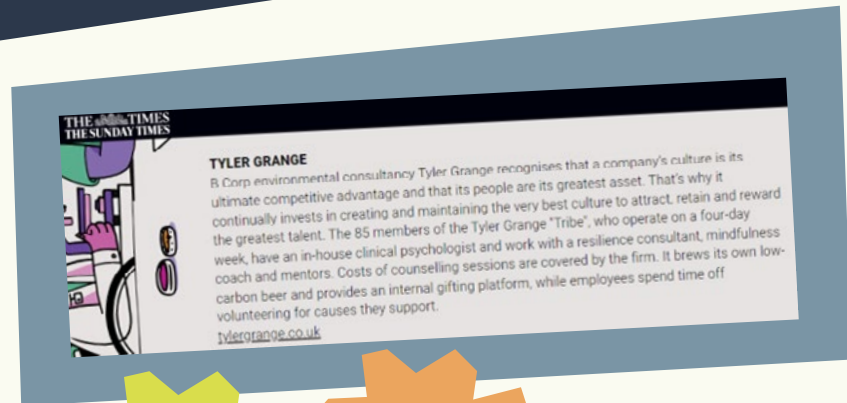
Winner - Joe Dance, Regional Ecology Director, in the **Big Biodiversity Challenge 2024** [↗](#) as 'Biodiversity Champion' - 25th September 2024



Winner - **InsideOut Awards 2024** [↗](#) for **SME Employer of the Year** - 13th June 2024



Winner - Kay Geoghegan, Quality, Data & B Corp Lead, in the **Pro Landscaper Sustainability and Biodiversity Awards** [↗](#) as 'Sustainability & Biodiversity Leader' - 15th October 2024



89%
engagement
(15% industry average)

95%
proud to work here

Listed for **The Sunday Times** [↗](#)
Best Places to Work - May 2024

Nominations

We've also been successfully shortlisted for the following categories:

Shortlisted for the Pro Landscaper Awards **Employer of the Year** [↗](#) - 19th April 2024, announced as "Highly Commended"

Shortlisted for the North West Property Awards **Consultancy of the Year** [↗](#) - 16th May 2024

Shortlisted for the InsideOut Awards 2024 in Best Use of Technology - 13th June 2024

Shortlisted for the **Business Desk NW Awards** [↗](#) in the following categories - 11th October 2024:

- Sustainability
- Best Employer

Our key innovations and successes

We are continually striving to improve both our services and internal processes.

This year we have:

Aligned to the **17 Sustainable Development Goals**

Promoted and provided **Biodiversity Net Gain**

Influenced **Green and Blue Infrastructure**

Improved efficiency to support the **4 Day Week**

Innovated our reports with increased visualisation

Provided internal **training programmes and mentorship**

Recognising and promoting **neurodiversity**

Living Wage accreditation

We have always paid our employees, and TG Partners, above the real and national living wage. This year we took the extra step to become officially recognised as a Living Wage employer and have improved our financial transparency through visible pay scales.



The SDG Action Manager

What we said we would do: complete all the questions within the SDG Action Manager - **ACHIEVED** 🎯

What we have done: within the BIA portal sits the SDG Action Manager. This provides a global stocktake of how countries align to the UN Global Compact's 17 sustainable development goals (SDG). We completed **all goal alignments**, scoring above average compared to others in our sector, size range and country. We scored **above 50%** overall in **8 of the goals** (indicated by the stars, below):



Community

Charitable Donations

We support a number of charities and have a few we like to regularly donate to. This last financial year (August 2023 to July 2024), we donated £15k to charity, which was around 3% of our profits, and are considering becoming a 1% for the planet supporter next year.



[NEW] consider dedicated charity commitment, i.e. 1% for the planet



Charlie (left) shared monthly opportunities for the team to join **Farms for City Children**, offering ecological advice, gardening, farm-hand and anything they need support with. Many members of the team enjoy volunteering their time to our chosen charity. We wish Charlie all the best with her maternity leave, as **Trix** has now taken over the scheduling reigns.

We support **East London Business Alliance (ELBA)**, who cater for children in east London by bringing over 12k volunteers from businesses to give back to local communities through a mix of time, skills and resources.

George, Jess and the London team regularly support ELBA, and Jon Berry has become a board trustee.


Volunteers and Gifts wanted for Christmas appeal

Each year, ELBA need volunteers and gifts (particularly for older children) for their toy appeal, which is something our London team, in particular, assist with:

[ELBA Toy Appeal](#) ↗



Team volunteering

What we said we would do: target 100% of the team to volunteer some time to make a difference, no matter how small - ONGOING 

What we have done: This target was probably a bit unrealistic given the short timeframe (we only allowed ourselves 2 months for 2023 reporting).

We encourage our whole team to do any type of volunteering or charitable work, and whilst we realised that most of the team are actively committing to their volunteering roles, some have not managed to log their time, so we are missing this evidence. The team have reported over 939 hours in 2023, so this falls far short and it may be due to the way they are logging time, or they have less capacity to log due to busy seasonal periods. We'll look at making opportunities to change reporting next year to make things easier all round.

Volunteering can have a broad range of activities, including everything from caring for a relative to supporting a local charity or community:




GOAL

encouragement to volunteer remains in place, though next time we will amend our goal to increase the total number of hours volunteered both, as a whole, and per head. For next year, the target for both is a 10% increase.

GOAL

[NEW] consider more efficient ways how to improve ease of reporting to capture more data.

Volunteers with caregiving responsibilities



We value caregiving as part of the team's volunteering, and support carers through flexible and/or home working, where possible.

Unpaid carers in England and Wales contribute a staggering **£162 billion** to the economy every year (Petrillo and Bennet, 2023). Unpaid care is the **equivalent in value to a second NHS** [↗](#), and there is increasing evidence that caring should be considered a social determinant of health.

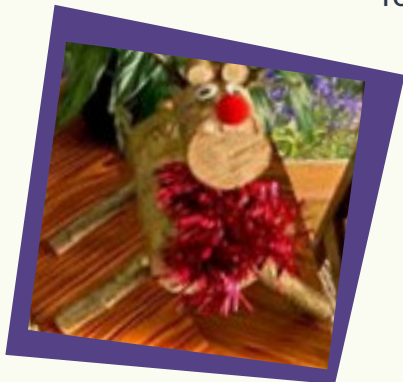
It is estimated that unpaid carers could be as high as **10.6 million**, many of these are women. Caring adds additional strain, with one in seven people in the workplace juggling work and care. This can have a significant impact on carer's own health and wellbeing, not to mention the unprecedented pressure it has on their finances. Caring is a key and necessary part of our society and prevents pressures on the NHS, but it comes with additional costs and limited free time for the carer.

For this reason, we value caregiving as part of the team's volunteering, and support carers through flexible and/or home working, where possible.

Our team do enjoy sharing their heartfelt stories and photos, encouraging each other to share theirs in turn, see below:



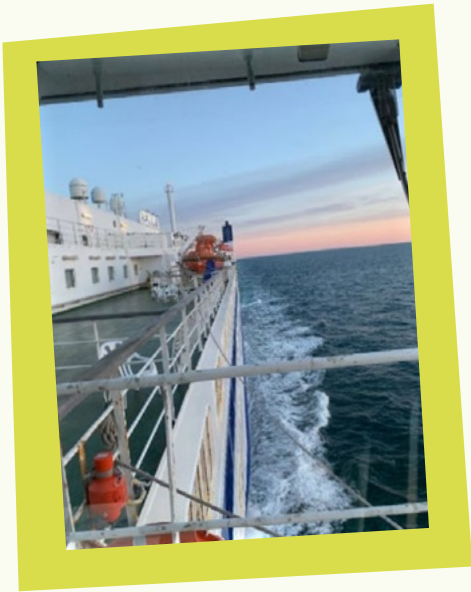
Ben donates his time to Barley Cop Woods (Lancashire) undertaking woodland management tasks including pathway maintenance, removing storm-damaged, and felling dead Ash, trees. They keep the woods tidy and safe for the public to visit, and use the wood to make and sell wooden reindeer, raising money for the group to pay for resources, including gravel paths, new tree planting, and equipment for DIY features that benefit the woodland wildlife and local community.



Jack (2nd in from right) participates in fun runs to raise money for good causes, i.e. £10k for Chester Zoo, and participates in 'Movember' encouraging others to get involved. He also fixes and upcycles disused tech and equipment (for fun!) to be repurposed.

Nathan volunteers at a social, therapeutic horticulture garden in London, helping people have a space to enjoy wildlife, who have a wide range of physical and mental health needs. He and **Jess** ran a workshop open to the public to raise money for the charity on the ecology of the garden and how it helps people find calm.





Charlie D works with his local community to help lay hedges, clean roads signs to aid visibility and litter picks regularly.



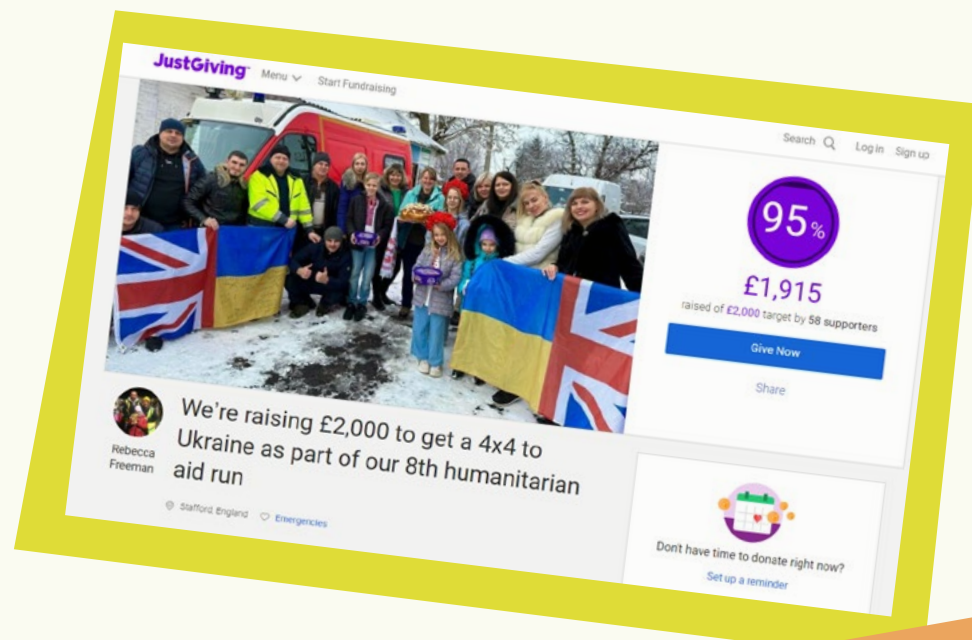
Conor volunteers with local and national conservation groups. Each spring he conducts bird surveys and a monitoring programme for red grouse in the Shropshire Hills. He's assisted in dolphin surveys for ORCA charity in the English Channel and North Sea.



Emma B has helped organise logistics and a little media for the largest Scout camp in the UK, going into its 10th year, over the course of 2 weekends in June, where roughly 2,000 young people attended for the first weekend and 1,500 in the second at Cirencester Park.



Vanessa (center) teaches British Sign Language and deaf awareness to a local tattoo parlour, following the sudden hearing loss of one of the owners. The whole team can now hold basic BSL conversations with each other and offer the opportunity for hearing-impaired customers to communicate with them.



Becky F has been part of a team delivering 8 x humanitarian runs to Ukraine, raising over £17k, providing 10t of vital supplies and 4x4 vehicles filled with generators to refugee centres and vulnerable areas across Ukraine and Poland.



Linda (center) has been taking part in the Blossom Trail bird box painting with her local community, helping the local wildlife by providing great quality homes. She is also part of her local litter picking group, who regularly help tidy up the city.

B Corp and purpose-driven events

We regularly attend purpose-driven events, everything from; the **Better Business Network**, **B Local** groups (Kay is Gloucestershire's B Local co-chair), **People Planet Pint** and/or **People Planet Pastry**, B Lab's **B Socials**, to larger scale organised events (i.e. the **Better Business Summit**, **Louder than Words**, **Goodfest**, **FutureScape**, **Blue Earth Summit**, **Purpose Fest**, etc.), as well as many other green and local events.

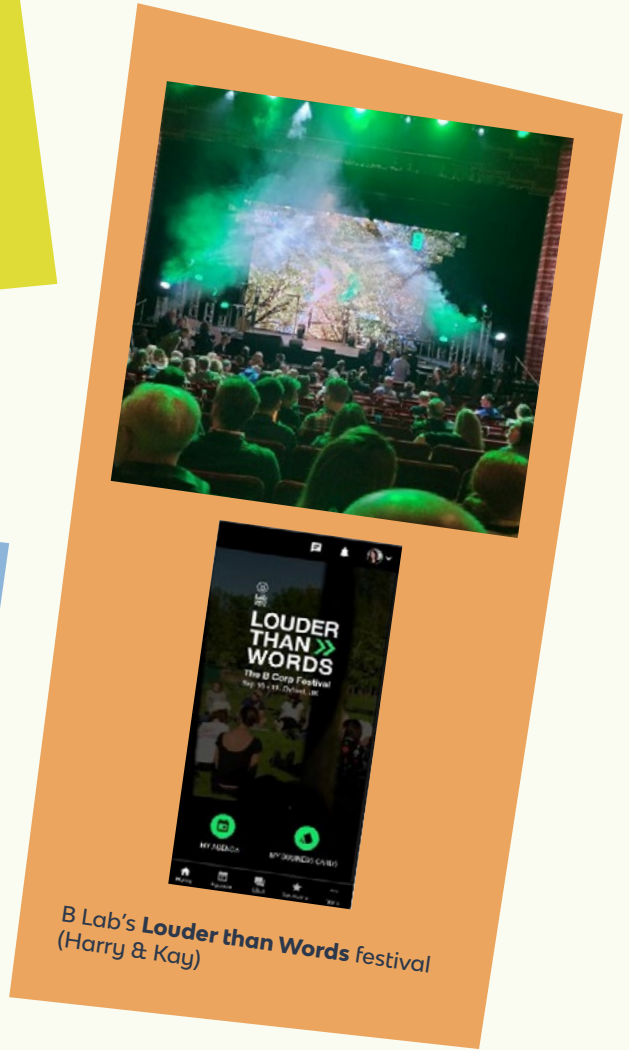
Sharing ideas and information with other like-minded individuals and organisations is the best and quickest way to learn from each other and help to grow a collaborative community of purpose-driven changemakers, supporting our local communities.



Annual: **Better Business Summit** - January
(Amber, Simon, Jon, Julian, Vanessa, Harry, Chih-Ching & Kay)



Occasional: B Lab's **B Socials**
(Simon, Ellie & Kay)



B Lab's **Louder than Words** festival
(Harry & Kay)

B Corp and purpose-driven events



Exclusive: **Better Business Network** roundtable discussions (Phil, Ellen, Damien, Jessica, Mollie & Kay)

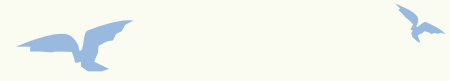


Annual: Bristol's **Purpose Fest** (Jon, Rachel, Ellie, Harry & Kay)



FutureScape Sustainability & Biodiversity 2-day event (Jon, Rachel, Nimmo, George, Harry, Louis, Lucy, Naomi, William, Kay)

Biodiversity Net Gain



Over the last 12 months we've been really active in the industry, within the space created by mandating **biodiversity net gain** in land development. We have shared our expertise and leadership, obtained from over a decade of working with BNG and its predecessors on development projects.

The current legislative framework mandates that each relevant development project delivers a measurable increase in biodiversity value of at least 10%.

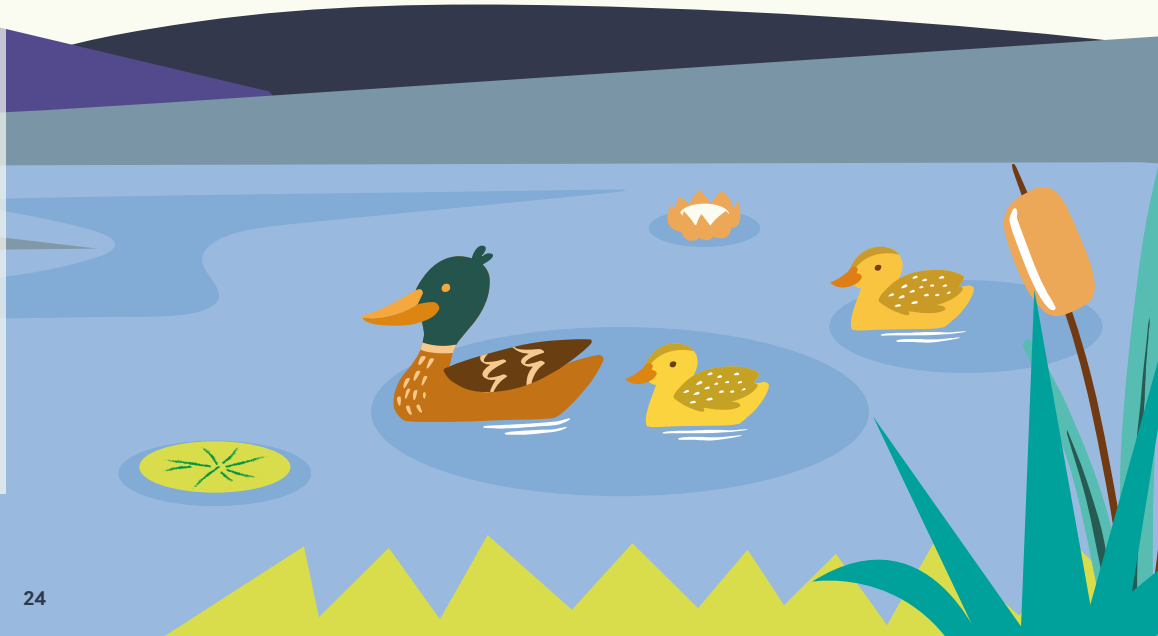
Although delivering a biodiversity net gain is now mandated for the development projects we work on, we don't like to just do the minimum!

Our ecologists, arboricultural consultants, landscape planners and green / blue infrastructure specialists work closely together and with external consultants to ensure that creating habitat isn't for the sake of creating habitat. We strive to make sure that our designs and recommendations reflect the **needs of local wildlife, targeting species which are in local and national decline.**

We also recognise the wider societal benefits of access to nature, so our multi-disciplinary approach means that wildlife can thrive whilst allowing new residents / workers associated with the development projects we work on can access this demonstrable benefit to **mental health and wellbeing** in a sensitive and sustainable manner. Refer back to [page 7](#) for an example of one of our projects that has delivered for biodiversity and the local community.

We are also working with landowners to facilitate the creation of habitats to deliver BNG for developers and others alike by creating habitats or improving the quality of existing habitats such as grasslands, planting scrub and woodland and creating ponds. This is allowing **wildlife to return to these areas and providing wider ecosystem services** beyond the numbers in the BNG spreadsheet.

It is a huge opportunity to help reverse the depletion of nature that has occurred over recent decades. But it is also a big risk to TG and businesses like us, because the consequences of advice that is not accurate and cognisant of current and future factors influencing its delivery can and will be significant for our clients and hence our business. We feel strongly that it is of paramount importance to be involved in sharing of experience, being involved in events that promote this and collaborative working, and to share this within the industry at large to ensure BNG has the best chance of success.



Examples of some BNG CPD sessions we've provided include:

- BNG Breakfast Seminar in Manchester for clients and consultants, 10th October 2024 - pictured right with **Joe Dance** (top) and **Lucy Jenkins** (bottom)
- Pro Landscaper's BNG Workshop in London, September 2024
- Numerous bespoke BNG events to raise awareness for our clients, RTPi and the public sector
- Socials posts on LinkedIn
- Barratts North West, September 2024
- BBOMK urban design
- Beal Homes & Stantec, 29th Feb 2024
- Cumbria Planning Team, January 2024
- Noventum Power, 14th December 2023, Nurton
- RTPi young planners in London
- RWE, March 2024
- Turkington Martin Architects



Customers (clients)

Client care, responsible client gifting and ethical treats

At Tyler Grange we've always enjoyed sharing treats with our team, clients and collaborators. Whether it's a little pick me up on a rainy day, celebrating a major milestone or simply saying thank you - sending a gift is an opportunity to create a moment of unexpected joy and can help to foster long lasting relationships. We've always wanted gifting to be meaningful, making careful choices about what we're sending to avoid waste.

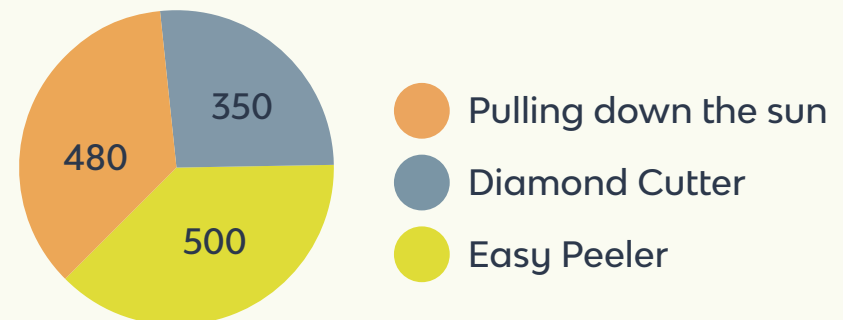
Over the last few years, we've partnered with ethical and sustainable suppliers such as **Project Merchandise** and **Social Supermarket** and now procure the vast majority of our branded merchandising and gifting campaigns through these two companies, which are supplied by charities, purpose driven businesses, social enterprises and organisations which put people and planet before profit.

Our entire team has access to the gifting portal via Social Supermarket, where they can send an ethical and sustainable little something to each other, their clients or collaborators - all funded by Tyler Grange.

In recent years, we've partnered with Chris at **Burning Soul Brewery** to produce a range of bespoke beer just for us, to share with our clients. Being able to support a local independent business that shares our values has been a hugely beneficial partnership, not to mention a really fun experience.



TG Gifted Craft Beers Donated



Providing green and blue infrastructure

Our Green Infrastructure Director, **Lucy Jenkins**, shares updates with the wider team and is actively involved in an advisory capacity with:

- The Landscape Institute (LI) Working Group on Carbon
- The Construction Industry Council (CIC) Workstream 8, Climate Adaptation and Resilience
- Enfield Design Quality Review Panel
- National Trust Landscape Advisor, as part of the Specialist Advisor Network.

Client feedback

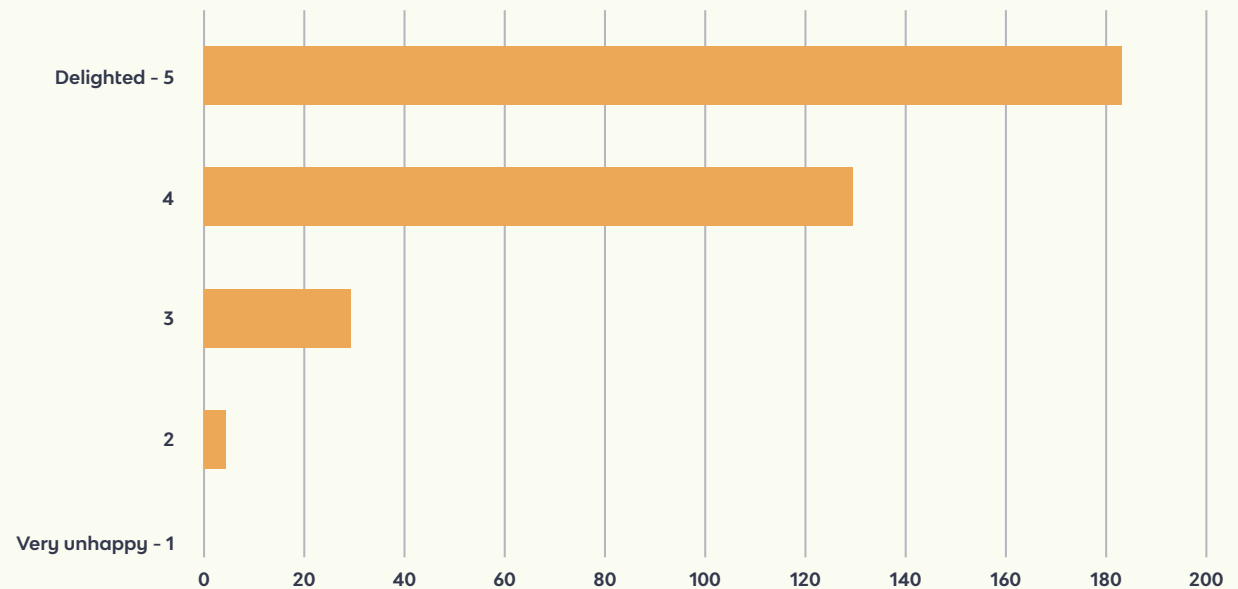
What we said we would do: implement customer feedback reviews - **ACHIEVED** 🎯

What we have done: we're delighted to see that 90% of clients' reviews are **happy** or **delighted** on a scale of 1 - 5 (where 5 is 'delighted' and 1 is 'very unhappy'). Of the lower end of the scale, some reviews had been logged as average or lower for work that wasn't instructed or reviewed, so the true figure is likely to be higher, but shows a promising start and is something we'll continue to review.

Customer Feedback "Was the Client Happy?"

 **Total**

Reported as at end October 2024



Client Days

To provide both continuing professional development (CPD) and wellbeing events for our peers, collaborators and clients, we have run numerous meetings and events over the last 12 months, including a **Freshwalks** [↗](#) planning, development and environment industry hike in the Peak District, and a biodiversity net gain seminar and discussion panel in Manchester. These events seek to share knowledge, provide training and promote wellbeing for people across our industry, including clients, collaborators, fellow ecologists, landscape architects and arboricultural consultants.



Complaints Procedure

With very few complaints being received into the business, we hadn't created an official complaints procedure previously, however, we recognised that we should still have a process in place for being able to receive all kinds of feedback. Therefore, we set about creating an internal procedure to track all communications of this type to improve our transparency service and auditing.

Innovated our reports with increased visualisation

We have identified an opportunity to improve the way we produce reports for our clients and the decision makers, which will both improve TG's efficiency (by taking less time to report) and improve the end-user experience (by making reports easier to understand through simplification and increased visualisation through plans).

Watch this space...

B Corp and 4 day week logo promotions

What we said we would do: include B Corp and 4 Day Week Promotions on our Report Templates - **ACHIEVED** 

What we have done: we added both logos to each of our discipline report templates for arboriculture, ecology and landscape planning to help raise awareness of the initiatives and encourage dialogue.



Partnerships

Ecology is a broad subject area with Tyler Grange being experts in terrestrial ecology. However, as a business we recognise that we have a skills gap when it comes to aquatic ecology advice, soils, and more broadly when it comes to any kind of habitat implementation on the ground.

Aquatic ecology - macroinvertebrate, macrophyte, diatom and phytoplankton surveys, plus others

Wetland design and wetland build - optioneering, feasibility, detailed design and build of wetlands, including to address nutrient neutrality


River condition assessments and MoRPh - similar to our capability, but crucially they are river restoration specialists with the necessary skills to de-risk interventions to enhance river habitats (BNG has increased the requirement for this) that could also affect river flows and hence flood risk


Habitat translocation, restoration and creation - BNG has necessitated even greater certainty when it comes to habitat restoration and creation, and 'on the ground' experience is invaluable in delivering this

River restoration - reinstating natural processes through design and management to help restore naturally functioning and dynamic ecosystems

We have been forging a partnership with **Five Rivers**, who are experts in aquatic ecology and river restoration, alongside wetland design / build and terrestrial habitat implementation. The partnership has meant we are able to offer reciprocal upskilling sessions for one another's teams, and provide a more holistic service offering to our clients:

Project related ESG scores

What we said we would do: research how to be able to deliver project-related ESG scores to clients - **ONGOING** 

What we have done: we are exploring the possibility of providing project-related carbon scores to clients who would like to know the impact of their projects and will be looking at this in the new year. As far as we're aware, there isn't a standard metric or accessible route, so we are keen to engage in further talks with sustainability and AI expert, [Damien Smith](#) .

We're working with fellow B Corp, GS2 Partnership, who specialise in sustainable executive searches for talent solutions in the built and natural environment.



Environment

Tyler Grange Offices

We have 7 offices based over the UK; 2 of which we own, and the rest we rent and/or share.

We have been improving efficiencies in our owned offices, and are looking to try to obtain more accurate data for our rented spaces; particularly around water and waste.

Energy performance certificates for each office are as follows:

Cotswolds	EPC rating [A] - (rented)
Cardiff	EPC rating [B] - (rented)
London	EPC rating [B] - (rented)
Manchester	EPC rating [C] - (owned)
Exeter	EPC rating [C] - (rented)
Birmingham	EPC rating [D] - (owned) we've made improvements; renews in 2025
Bristol	EPC rating [D] - (rented) and in negotiations to move at the end of the year



Many of our offices have unique, improved sustainable features and product switches (below is our upgraded Birmingham office):



Lighting all **LED** and **power saving**

Eco-friendly **FREE** feminine products

Supporting small, **local suppliers** (no freight)

Recycling bins throughout

Heating system now rated **A++ ELKATHERM**

Single-use plastic non-existent

Exercise bike for office use

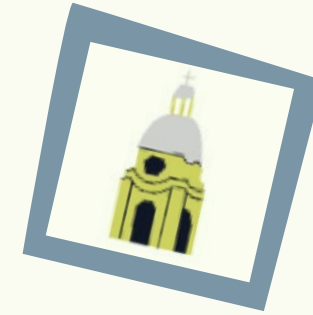
Many of our offices have unique, improved sustainable features and product switches (below is our upgraded Birmingham office):

FREE B Corp snacks available

Meeting food supplied locally and made to order, reducing waste

Local eco microbrewery to gift beers

Locally handcrafted snack bar



Paper towel / rolls ALL from recycled material

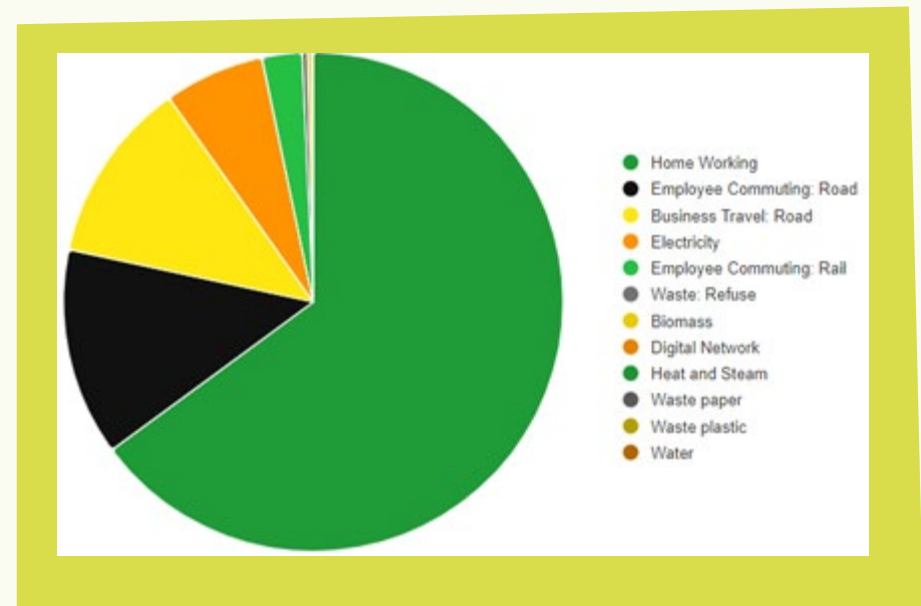
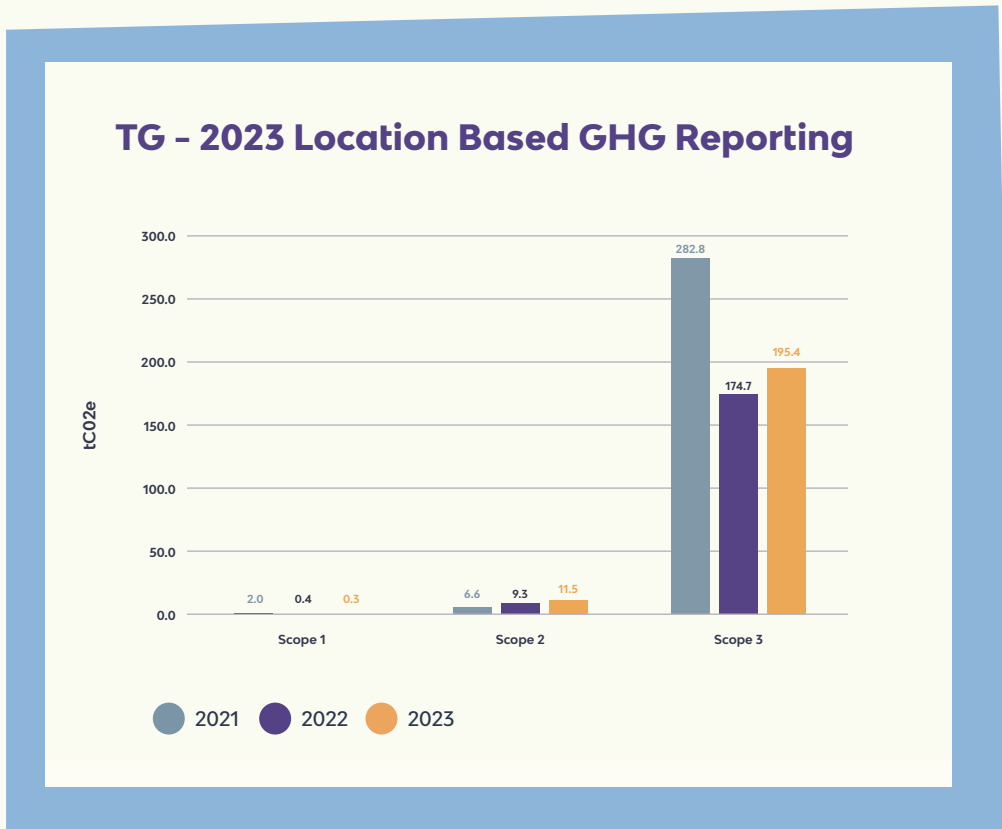
ALL cleaning and office supplies B Corp &/ eco friendly



Location-based GHG Emissions Change

We changed our greenhouse gas (GHG) reporting metric this year, from market-based emissions to location-based emissions (which actually makes the data look worse for us, marginally). We use fellow B Corp, [Compare Your Footprint](#) for our emissions reporting, which has the metric change-functionality built into their portal. We changed this for future consistency, because it will better support the SBTi streamlined route.

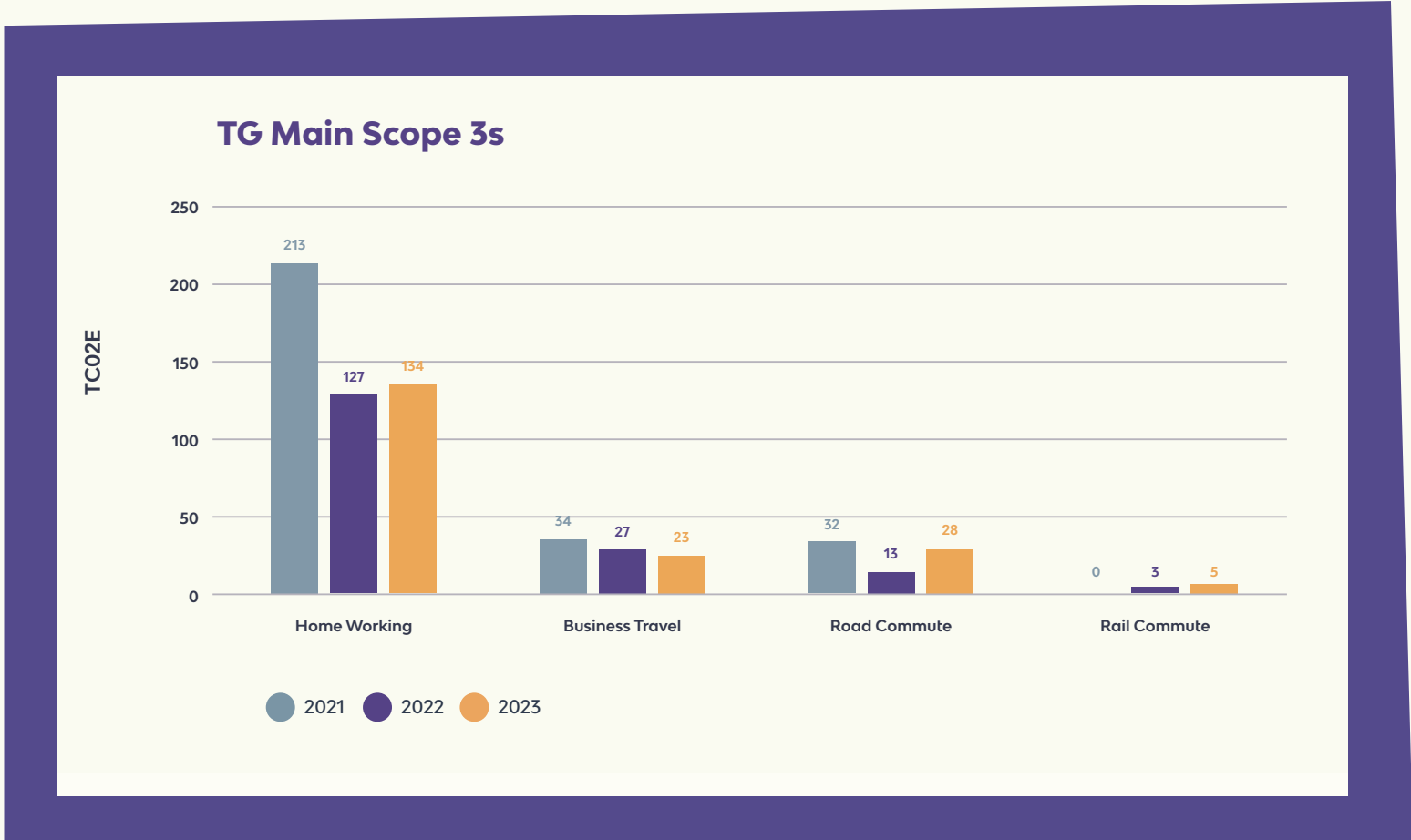
2023 data shows a 29% overall GHG reduction (across all 3 scopes) compared to 2021 (baseline year). However, 2022 data was better at a 37% reduction from baseline. The rise in 2023 (Scope 2 and 3) is largely attributable to the increase of business growth (headcount) as there were 23% more employees overall (compared to 2021). If we were to 'normalise' electricity data, it should evidence that we are still trending in the right direction, despite the increase in true data.



Main Scope 3 emissions

Our Scope 3 now equates to 88% overall emissions across all the scopes, which is down 2% from last year due to the increase in employees this year. Home working still remains our highest emission factor, whilst business travel has reduced overall from baseline by roughly 50k miles each year. With the increased electrification of company cars, our emissions have improved slightly, and we saw a pleasing increase in rail commute (public transport).

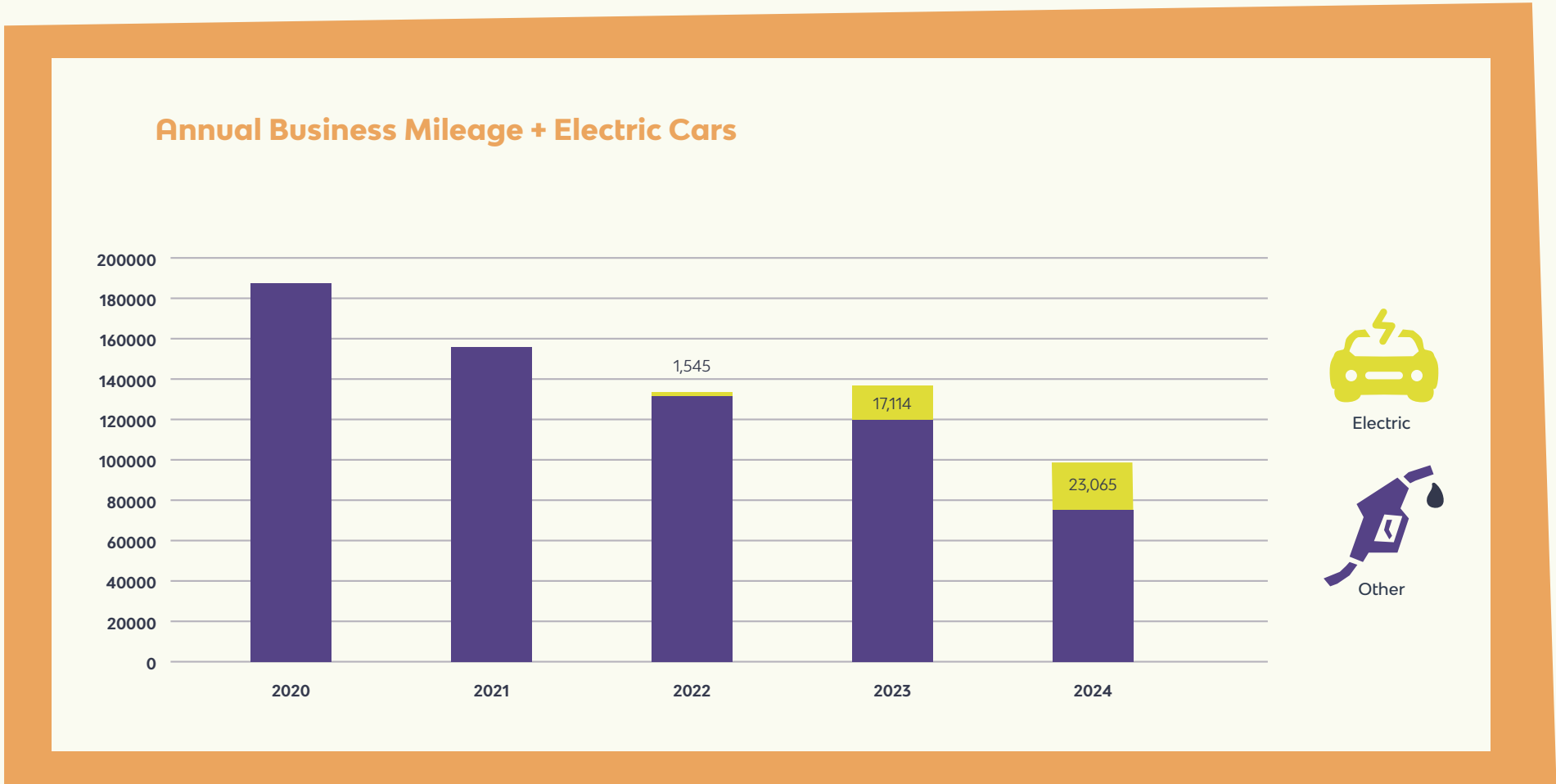
Scope 3 emissions are 38% lower in 2022 and 31% lower in 2023, compared to baseline emissions in 2021. It will be interesting to see next year's normalised comparisons in addition to real data.



Business Mileage


All company vehicles are now electric, and we've seen a gradual decrease in overall mileage*, despite the increase in headcount. This year we added 2 more electric cars and have launched an electric car scheme available to all employees, through **Octopus**.

53,501 miles saved in 2022 (from baseline year)
50,397 miles saved in 2023 (from baseline year)




*reporting on 2024 mileage is to the end of September only

Sustainable travel solutions

What we said we would do: Improve our sustainable travel strategy - **ONGOING** 


What we have done: We have relatively maintained travel emissions this year, despite having a larger team. We have been investigating the use of sustainable travel platforms and have been trialling one since Autumn 2024. This remains in the longer term plan to implement a sustainable travel policy, including a sustainable travel hierarchy.

This needs to carefully balance the social interaction and collaboration of the wider team, as well as physical visits to project sites, with the use of technology. As our team grows, so will the amount of travel required, and whilst the team are more aware of using public transport and virtual meetings (where possible), we cannot use public transport to get to most of our project sites as these tend to be in fields or remote areas.

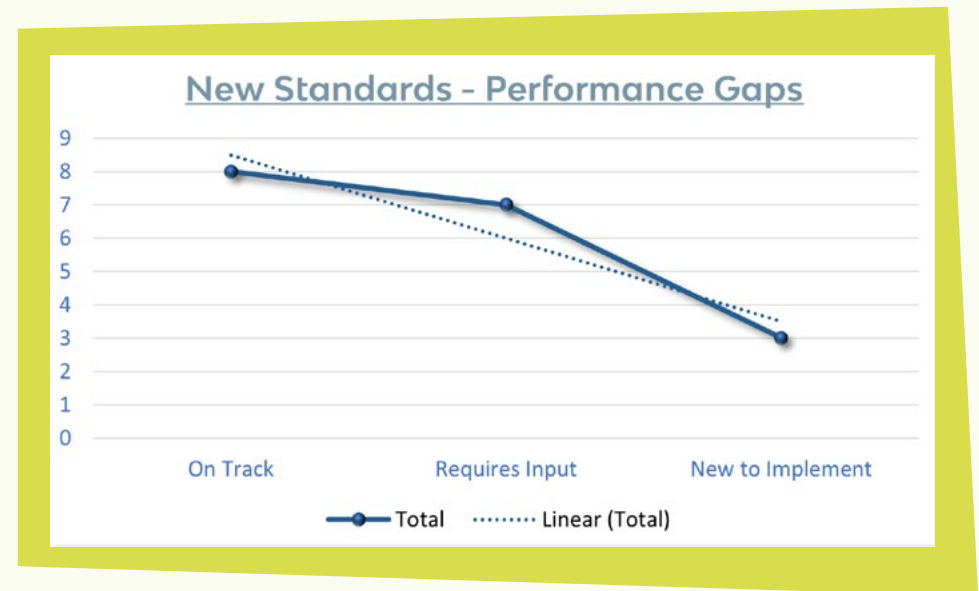
 this will remain an ongoing target, where we will be looking to make improvements wherever we can.

- ✓ Purpose & Stakeholder Governance
- ✓ Workplace Culture
- ✓ Fair Wages
- ✓ Justice, Equity, Diversity & Inclusion
- ✓ Human Rights

B Impact Assessment gap analysis

We conducted a full review of the new **B Corp standards** , estimated to be coming into effect from 2025, and provided feedback to B Lab.

Our gap analysis between the old standards and new helped inform potential areas of improvement to ensure we remain on track and continue our sustainable journey in the most purposeful way for the new performance requirement areas:



- ✓ Climate Action
- ✓ Environmental Stewardship & Circularity
- ✓ Government Affairs & Collective Action
- ✓ Complementary Impact Topics
- ✓ Risk Standards

Key Performance Indicators

What we said we would do: Set our near-term and long-term reduction targets - **ONGOING** 

What we have done: below are some of our KPIs that we are striving to achieve. We have found obtaining precise water and recycling information for our shared office spaces harder as we


have very little control over these, so we are making improvements to be able to quantify our achievements more clearly, as this will allow us to set more deliverable and achievable targets.



this remains an ongoing target for the coming years to strive to reach our goals.



Net zero strategies

What we said we would do: set our reductions and strategies for net zero - **ONGOING** 



What we have done: we have almost completed a 39 page detailed net zero business case to help us consider the implications, benefits, KPIs, cost, timeline and requirements of becoming net zero across all 3 scopes.

As we continue our journey towards net zero, we understand that the path is not without its challenges, i.e. the lack of step-by-step guidance for service-only SMEs taking the streamlined route and the impact of business growth. While we have almost halved our emissions since our baseline year, we recognise our increasing headcount will hinder our 90% reduction target in overall operational emissions by 2030, and while this target is ambitious for a service-only provider, we are focused on identifying the most effective strategies and exploring innovations that align with our long-term sustainability goals. Therefore, we are looking to 'normalise' the emissions data, factoring in metrics such as emissions per employee or per square meter to ensure we measure progress relative to our growth. This approach allows us to balance expansion with carbon efficiency improvements.



this remains ongoing, and to factor in normalised data, seeking expert advice on the best way to approach our goals.

Decarbonisation Team

Our team have been looking at ways to continually align and improve our operations, and we're sorry to see **Chih-Ching** leave us and the UK, and look forward to welcoming **Amber Perret** back after her biking sabbatical (safe travels, Amber!).

“Transitioning from setting targets to taking concrete actions, we collectively played a pivotal role in transitioning our company’s environmental, social, and governance (ESG) framework from planning to implementation. This included visualising greenhouse gas emissions across scopes 1 to 3 for easier comprehension. By ensuring that our policies and systems remain aligned, we’re committed to not only meeting our goals but also fostering a more sustainable business that contributes positively to society.”

~ Chih-Ching Chang

Sustainable initiatives

We switched energy providers to B Corp, **Octopus Energy**, in our Birmingham owned office. This has saved around **£2.9k** per year by making the switch, and its renewable energy.

We switched our mobile phones to B Corp, **Honest Mobile**, and this has saved around **£13k** annually in addition!

Our office spaces, procurement and travel are our key focusses on where we can make improvements to our impact. This year we have made good strides in moving some of our procurement towards more sustainable providers and B Corps, and look for suppliers who save carbon as part of their purchasing (as a perk). We've electrified all our company cars and some of our business travel, and we've improved our owned offices energy efficiencies. There is more to do, but we are always looking to make a difference where we can.

Moving our webhosts to Krystal

We're excited to be partnering with **Krystal** , a fellow B Corp who provides web hosting that's 100% renewably powered. From January 2025, Krystal will host the Tyler Grange website. At the time of writing, Krystal have planted nearly 4.5 million trees through partners including **Veritree** and **Ecologi** as part of their reforestation and habitat restoration initiatives.

Storage saving efficiencies

Earlier this year we managed to archive almost 5k inactive projects from our online data storage. In addition, we are looking to bring in some degree of AI, so projects will be automatically archived before deletion after a set period.

Previously, data saved in blob storage was manually managed and either moved to cold storage or deleted. We have now initiated a life cycle management system, which will do this for us, including moving data to less energy-demanding servers.



Communications

All businesses need to communicate to function; both internally and externally. Whilst we have had a lot of support with improving our external communications with creative agencies such as **MP&Co**, **Studio 91** and **Toast PR**, this year we have been switching our focus to how we communicate with each other as a business.

As part of our employee engagement survey for the Sunday Times Best Places to Work Award, we received feedback from within the business that our team was struggling to keep up with the volume and frequency of our internal communications. Consultancy is busy, and working a 4 day week means we have to be careful how we spend our time. To help us resolve this issue, we instructed an external communications consultant and have been working with **Sandra McDowell** to measure the impact of existing communications and to design a way of coordinating communications that works for all.

One of the ways in which we've been attempting to improve our communications is the creation of an internal newsletter, called The Distillery. The aim of the newsletter is to capture interesting and useful information from the previous month and share this with the entire business in a concise, thought provoking way. This also provides the business with space to contemplate issues that are not project related, but instead focus on our values. The newsletter has had a high level of engagement and has received very positive feedback from the wider business.

We trialled **Ecosend** [↗](#) for our internal newsletter and have decided to make the change permanent. Ecosend are creating technology

which reduces the carbon footprint of email, investing in renewably powered infrastructure, reinvesting part of profits into carbon capture initiatives and planting trees to offset every email campaign. We have been so impressed with Ecosend's platform and their customer service that we have decided to move our external newsletter over to the platform too.


Sustainable Printing

We have recently discovered Oxford based sustainable printers, **Seacourt** [↗](#), who proudly offer no-water use printing, with nothing going to landfill since 2009. Seacourt have been in business for over 25 years and became a certified B Corp in 2020, achieving a whopping score of 150.3 points! Products include; flyers, brochures, leaflets, roller banners, cut out graphics, boards and podiums, great for events. With large print products, they even offer free of charge closed loop systems, collecting and recycling no longer needed products.



Governance

Our 4 day week success

June 2024 marked the 2nd anniversary of the start of the **4 day week**  at Tyler Grange and it's been a huge success, with increases in both productivity and staff wellbeing, meaning that we are healthier and more resilient than ever.

Pensions

What we said we would do: consider more sustainable pensions providers - **ACHIEVED** 


What we have done: we changed to **Cushon** in July 2024, who rank 4th highest in sustainable pension providers via Make My Money Matter, and are looking to increase their green credentials further.

Pensions have a crucial role to play in driving responsible, nature-focused investment and is one of the biggest areas that any individual can have an impact. That's why we moved our company pension scheme, and this means that not only do our staff have their money invested in working for the environment, but they can also actively participate in company votes on environmental and social governance issues through Cushon's interactive pension app. Cushon say they have:

"Calculated that the average UK pension contributes 13 tonnes of CO2 emissions into the atmosphere every year which means that as each of us save for retirement, we are inadvertently damaging the environment. Cushon has already dramatically reduced its pension's carbon emissions and is targeting an 80% reduction in scope 1 and 2 emissions, against its 2022 benchmark, by 2030. This means that not only are you getting a great pension, but you are also helping to tackle climate change."



Banking

What we said we would do: consider more sustainable banking providers and change where we can - **ONGOING** 


What we have done: we remain committed to implementing more sustainable solutions to all areas we are involved in, either directly or indirectly, this includes our financial providers. We have concentrated on our pension provider this year as in the longer term it will have a significant impact, however, we are committed to reviewing our other providers over the next 18-24 months as our current deals expire.



this will remain a target over the next couple of years.




Financial transparency

Transparency has always been a priority for Tyler Grange and this year has seen us publish all of our salary bands. So, whether you are a Field Surveyor or Managing Director, it is possible for everyone to view your income bracket. The **Reward & Employee Benefits Association**  (REBA) describe why this is such an important step:

“This proactive approach not only helps correct existing inequalities but also prevents future disparities. For employees, knowing that their employer is committed to pay transparency and pay equity can significantly enhance their sense of belonging and loyalty to the organisation.”

We are about to publish our salary bands for our roles to the wider world. We hope that other companies follow suit as this would lead to a more open and honest society.

Being honest and open about pay banding also helps to support the narrowing of the gender pay gap, as there is likely to be less bias in setting pay. Hiring managers are not then basing salary decisions on someone’s previous pay (which for men would tend to be higher, typically). Research from the **Fawcett Society**  finds that women, in particular, are less confident around negotiating pay and can earn significantly less than men over their entire careers.

It can also boost the candidate pool: four-fifths of job seekers are less likely to apply for a role if they can’t see a salary advertised.

Gender pay gap



Based on the UK Government’s official calculation, as of October 2024, Tyler Grange has a 13.6% pay gap (reduced from last year at 14.6%) between men and women. It is really pleasing that in a short time Tyler Grange has made an improvement in the gender pay gap, although it’s far short of the pay equality we are striving for.

We have employed 19 females this year and promoted 7 more, which has improved the employee ratios within the quartiles. We still have a leaning towards more men at senior levels than women, which exasperates the difference in our small company, especially as the new hires have been at the more junior end of the scale, both in terms of grades and within our pay scales. We would therefore expect it to improve through time, although we recognise the impact that being a parent can have on this and this is why we got our in house psychologists to undertake a review in 2023, and we look forward to the impact that their recommendations can have going forward.

Oct 2023	Ratio of Employees		Average Salaries	
	Male	Female	Male	Female
First	35%	65%	£26,012	£25,205
Second	41%	59%	£31,229	£31,430
Third	61%	39%	£42,573	£42,957
Fourth	61%	39%	£66,605	£63,046
Total	50%	50%	£45,018	£38,102

Financial wellbeing

We are also committed to supporting our team’s financial wellbeing, in addition to the support we give to their mental wellbeing, so in Autumn 2024 we will be launching financial wellbeing support, where the team can access 1-2-1 sessions on financial topics with a trained financial advisor (**Morrison Wealth Wellbeing Ltd**).



Oct 2024	Ratio of Employees		Average Salaries	
	Male	Female	Male	Female
First	35%	65%	£26,696	£26,101
Second	40%	60%	£33,557	£30,532
Third	48%	52%	£44,754	£43,413
Fourth	52%	48%	£65,577	£60,950
Total	44%	56%	£45,117	£38,973

Mobile Phones

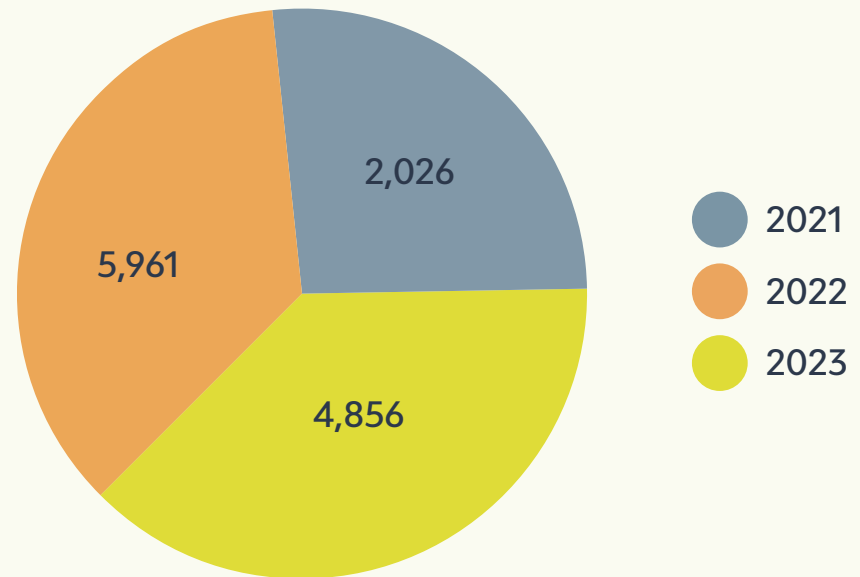
With over **5.22 billion** [↗](#) smartphone users in the world (as at 2021), and 1.59 billion phones sold annually, we've made the conscious decision to switch from supplying our team with new mobile phones. Since May 2024, we have been providing refurbished / pre-loved second hand models from companies like **Reboxed** and **Back Market** to our team instead.

Accessories such as phone cases and screen protectors are also sourced from sustainable providers. The cases we now purchase are 100% compostable.

Electric car scheme

We launched our electric car scheme through **Octopus** in Spring 2024, so all of our staff have the option to lease an electric car using salary sacrifice scheme via the Octopus portal, this strengthens our commitment to greener transport with the aim to increase our fleet of 11 electric vehicles. In addition to this we have 2 electric car charging points in our Cotswolds office, which staff have free access to use.

EV Charger Use - kW/hr



Workers

Our Tribe!

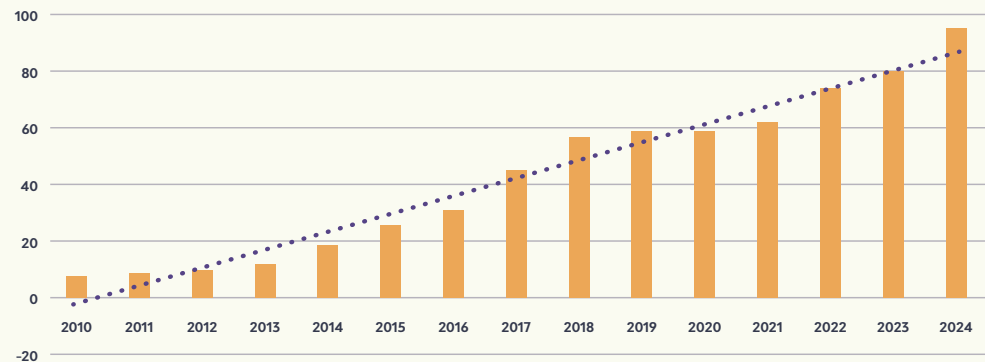
We recognise and appreciate that our employees are **our biggest asset** and we continue to invest in them and their wellbeing!



Here are some of the key highlights:

- Our team grew from 80 to 95 in total over the last year
- We moved to a new sustainable pension scheme
- We launched a host of new benefits
- 2 people joined us for internships
- 2 people join us for some work experience

TG Employee Growth



Employee Benefits

We launched new benefits this year, on top of our 4 day work week with 100% pay for 80% of the team's time, around 34 days leave (depending when bank holidays fall), birthday off (if it's a working day), pension payments matched to 4%, 3 x salary life insurance, flexible working options, mental health support, fatigue support, and a whole lot more...

Our team work hard, so they get enhanced leave, holiday and down time are important. It's also a lot of fun. That's why we encourage all of our Tribe to make the most of their full holiday allowance. You even get an extra day for your birthday if it falls on a working day - to eat cake and enjoy as you see fit. We also close between Christmas Day and New Year's Day, which we don't take out of your allowance... plus all the Fridays off too!

Some of the new benefits we are working on that will be launched soon include:



cycle to work scheme



financial wellbeing training

New Benefits!

Health Cover

Available through Health Shield and the Breeze app, cover includes dependents and you can add partners. This benefit offers employee assistance, health cash plans, dental, optical, physiotherapy, counselling, personal accident protection, gender reassignment, menopause support, HRT prescriptions, mammograms, gym discounts, 24/7 GP advice, online health assessments, skin vision, and a whole host of perks and e-gift card options.

Electric Car Scheme

Available through Octopus EV, employees can choose to salary sacrifice on income tax and national insurance, saving up to 40% on a new electric car. Insurance and road tax are covered, and there's free EV installation or 4k miles credit at charging points. Return the car after 6 months without penalty or even purchase the vehicle at the end of the lease.

Enhanced Maternity & Paternity

Maternity pay is 100% salary for 18 weeks with the remaining 8 weeks at ordinary maternity leave, and 13 weeks at additional maternity leave at statutory pay, where relevant.

Paternity pay is 100% salary for 4 weeks to be taken before your child's 2nd birthday. If eligible, you may be able to take up to 26 weeks shared parental leave.

Sustainable Pension

There's a voting function to choose where you want to invest your pension (i.e. into sustainable causes, gender equality, animal welfare and human rights) and you're an indirect shareholder so you have a say. Cushion is voted 4th best sustainable pension provider and is increasing its efforts. You pay 4% and TG matches your investments.

Diversity and Inclusion

At Tyler Grange, we each strive to embody our company values of Caring, Belonging, Opportunity, Enjoyment and Honesty. An integral part of this means embracing diversity, providing equitable support and facilitating inclusion across our teams and throughout our activities. We are proudly working towards making a positive impact on our people, our clients and our communities in this way.

Read our blog [↗](#):

<https://tylergrange.co.uk/pride-keeping-the-conversation-going/>

We are setting up a working group to look at producing a **neurodiversity** action plan so we can better understand the challenges people can face, to adopt and support accommodations. **Wendy Lancaster**, our owner director, has actively promoted better understanding for neurodiversity in the industry, through online presence and at a Landscape Institute event on the subject.

Recognising that our differences make us stronger, Tyler Grange look for employees who align with its culture and values, and that is the same no matter what background or personality they have. We welcome difference, we embrace differences no matter what they are, it makes us a progressive team to offer an all round service.

We also continue to promote an equal and diverse workforce as we believe that it makes us a stronger team who can deliver the quality service we are known for.



[NEW] set up a neurodiversity working group to improve our strategy.

Workers from underrepresented groups

- 5 x team members have declared having disabilities
- 4 x team members have openly identified as LGBTQ+
- 48 team members identify as women (currently 56% - up from 50% last year)
- 12 x team members are working mothers with school aged children

Reported for last full year in 2023



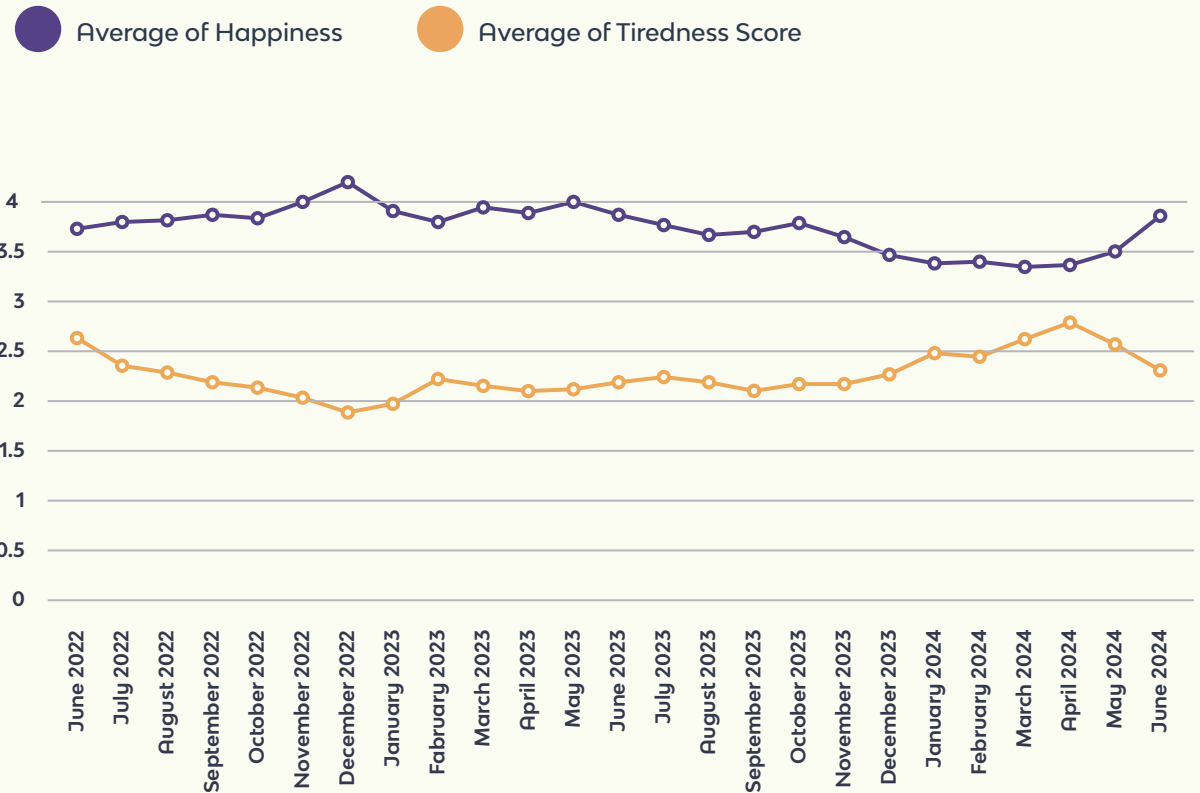
Alertness App

Our Alertness app provides data, grouped by each discipline, and shows our **Fatigue Support team** how each team are generally feeling regarding their tiredness and happiness levels. Usually, as working hours increase during survey season peaks, so generally do tiredness levels, and happiness can decrease. Gathering this data enables operations leads to check if any further support is required for their team, i.e. divert some workload / surveys to other offices and teams, outsource work, or allow for longer lead times for new work proposals.

Realtime data now allows us to compare the data annually, to spot patterns and predict seasonal trends.

The Tribe add their worked hours on Salesforce, this allows us to track anyone working above safe working time and to offer timely individual support. This is cross referenced to the Alertness app data for the office team.

All TG Happiness v Tiredness Over Time



Training and development

Tyler Grange has a generous training budget and bi-annual career reviews, which we call **C3POs** (not R2D2's robotic friend), which stands for: **C**hallenge, **P**urpose, **P**erformance, **P**ay and **O**pportunity. We have built bespoke reports to help the team track their required CPD for their professional memberships, and it helps us ensure that all mandatory and annual training is up to date.

We want to support the development and progression of our Tribe, in whichever direction they want to consider, so alongside the C3PO reviews, we offer annual '**dreamcatching**' meetings to help the team discover their dreams and future aspirations.

We want our staff to be the best versions of themselves and also deliver for our clients. We will keep investing in **our best asset, which is our people**.

We've also improved internal processes to reduce admin and improve efficiency, through our **Tectonic** (innovations) team. These chiefly focus on improvements to Salesforce, our internal project management and client relationship management tool.



Training programme and mentoring

We've created an internal training programme to ensure our Tribe have the necessary skills and support to deliver pragmatic and up-to-the-minute advice for their projects. This covers technical skills and consultancy skills (such as project management, project roles and responsibilities, delegation, sales and relationship building).

Learning is vital to the delivery of Tyler Grange's services and we recognise that one of our best sources of learning is our own team, therefore mentoring is key for our internal team to learn from each other and develop. We have trained our mentors, using our in house psychologists, **Emotionally Connected**, to maximise their impact.



Carbon Literacy training

We are encouraging everyone at TG to participate in Carbon Literacy training through the **Better Business Network**, to better understand how we can create a positive shift in how mankind lives, works and behaves in response to climate change.

**13 x Members
Trained so far!
11 x trained in
October, more to
follow...**



Carbon Literacy training is an excellent way to highlight key climate challenges and how we can make individual and collective difference, suitable for all audiences. By undertaking this training, we are part of a global community of over 100,000 certified Carbon Literate citizens working in over 7,500 organisations.

External training events

Ride for Freedom gave a talk on the importance of modern slavery - 29th April, and are visiting again for their annual static bike challenge - 18th October, and featured bike ride in the Forest of Dean (pictured right).



Read our blog [↗](#):

<https://tylergrange.co.uk/tyler-grange-and-the-ride-for-freedom/>



Nathan delivered a joint CPD event with Lichfields on **Women in Property** and **Biodiversity Net Gain** (BNG) to upskill those in the development sector on the new BNG requirements in planning -14th March.

External training events

Our Ecologists have an annual team day to upskill the team as a whole. This includes inviting external speakers to share important updates or case studies in our industry as well as the team sharing their interesting projects, innovations, update approaches / survey techniques and new skills with their peers. It also fosters team belonging and enjoyment with a social element too!



Our sales / discipline leads attended a new portal bid training session to better access more opportunities and use the systems we have to the best effect.



Storytelling with Lucy Lill and how the benefits can have a positive impact in many areas; confidence building, public speaking, deep listening, etc.

Inspiring the next generation

Each year, landscape architecture course lecturers from the **University of Gloucestershire** invite a number of practices to host a stand, exhibiting their work for the benefit of students looking for placements or full time employment. Some students are graduating, others are continuing in study, so the event is not focussed purely on graduates. This benefits all students so that they can gain a better understanding around what is out there and help shape their career planning.



Historically, this has focussed purely on the landscape architecture course, however, the university now have courses in architecture, interior architecture, urban planning and construction project management, which, for the first time in 2024 had students hoping to graduate.

Tyler Grange has a close link with the university, having recruited a number of ex-students particularly from the landscape architecture course, and attend this practice day alongside other events each year. In 2024 we took the opportunity to gather feedback from the students on what they are looking for when job searching, posing three questions:

- Why did you choose landscape architecture?
- What do you look for when job searching?
- Name three things you want from an employer?

Each student that provided feedback was rewarded with a B Corp **Divine chocolate bar**, and we exhibited parts of our 2023 B Corp Impact Report to show the students what we are all about. ~ **Anneliese Walker.**



B Corp Engagement

What we said we would do: improve our quiz and training - **ACHIEVED** 🎯

What we have done: new starters have B Corp training included as part of their induction, and we have created and shared numerous presentations. We've seen pleasing increased results with our quiz responses:

B Corp quiz results

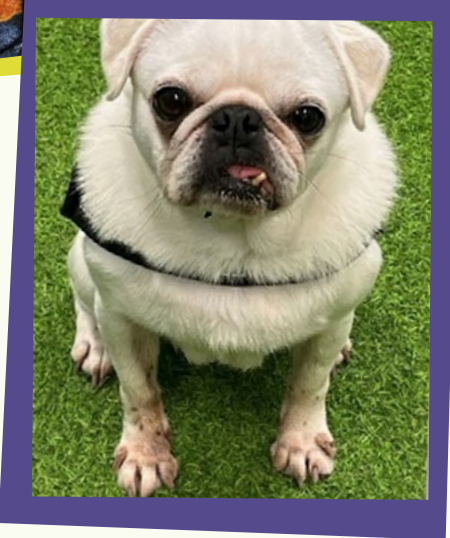
- 100%** find B Corp attractive in a business
- 95%** find B Corp important to them personally
- 63%** feel they know about B Corp and could confidently network
- 74%** want to Network with others at local events
- 100%** of those who did not wish to learn about B Corp was because they don't have time to commit
- 16%** did not know there was a BIA score at all or what it meant (not seen our presentation)
- 89%** are interested in more B Corp training
- 79%** are aware of our Net Zero by 2030 commitment
- 53%** selected the correct answer for reducing degree rises to 1.5° by 2050
- 68%** selected the correct answer for a 0.5° difference in extreme conditions
- 79%** enjoyed the quiz and found it useful

Reported: end September 2024

More of the team feel that B Corp is important to them personally and feel more comfortable networking at B Corp events. More report a better understanding of climate change and are interested in further training. It's nice to know that of the team members who participated, 100% find B Corp an attractive quality in a business!

Our office dogs and 'petiquette' policy

We welcome well behaved dogs into all our offices and have created our own 'petiquette' guidance to ensure that all our four legged friends get along nicely with each other. Meet some of our regular visitors:



Our goals for this, next, and the coming years



Completed Goals!

PENSIONS

changed pension provider

SDG ALIGNMENTS

completed SDG Action Manager

PROMOTIONAL

B Corp & 4DW logos on reports

EMPLOYEE ENGAGEMENT

B Corp quiz re-roll out

CLIENT FEEDBACK

increase & improve client reviews



Ongoing Goals

BANKING

consider banking providers < 2027

B IMPACT ASSESSMENT

officially achieve 100+ points - 2025

NET ZERO STRATEGY

consult experts on strategy

GREEN TRAVEL

create a green travel policy - 2025

PROJECT RELATED CO₂

discussions with expert on GHG scores

SUPPLY CHAIN ALIGNMENT

target 50% returns & issue charter

VOLUNTEERING - (amended)

target 10% increase in total & hours



New Goals

IMPACT BUSINESS MODELS

unlock IBM(s) for recertification

CONTRIBUTIONS

consider charity+ (i.e. 1% for the planet)

EQUITY, DIVERSITY & INCLUSION

improve strategy + working group

REPORTING

improve ease of team reporting

Curious to learn more?

The number one question we get asked the most from newly certified B Corps is “we’ve just certified, what next?” Here are some of our tried and tested favourite training providers / networking organisers that our team have enjoyed to help you on your journey:



[B Lab](#) - How to Stay in Touch

- ✓ online training sessions
- ✓ upcoming B Lab events
- ✓ monthly newsletters
- ✓ access to the B Hive
- ✓ B Local sign up
- ✓ plus, much more!

BETTER BUSINESS NETWORK

Become a member of the [Better Business Network](#) to join key events, 1:1 sessions, network, discounted certifications and contribute to roundtable discussions, etc. (see calendar for events)

People, Planet, Pint!



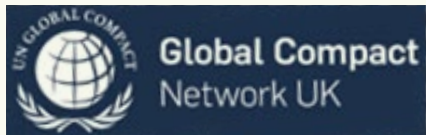
Network at [People, Planet Pint](#) and /or [People Planet Pastry](#) events to meet and collaborate with other purpose-driven individuals and businesses.

Check out Adam's NEW training [Action Box](#)

Certified Carbon Literate



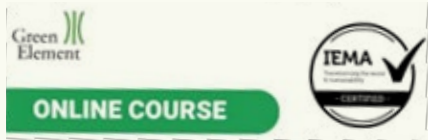
There are numerous Carbon Literacy training providers; go direct through the [Carbon Literacy Project](#), or discounted to [Better Business Network](#) members



[The UN Global Compact](#) hosts multiple free, world-leading webinars, events and training, which are an excellent source of professional [resources](#) (i.e. 17 SGDs)

B Locals

Network with other [B Corps](#) in your area to create connections, collaborate, support your local communities and maximise the positive impact of the B Corp community



Gain in-demand sustainability skills to implement an Environmental Management System and achieve **ISO 14001 certification** with **Green Element's** online course



Discover the science behind climate change through **Climate Fresk**, an interactive and powerful way to learn through gamification cards - you can't fix what you don't understand! Book direct (we did ours through Grain Sustainability)



Find a certified **LEGO Serious Play** facilitator and bring sustainability engagement into open communication to seek problem solving initiatives in a playful way



B Corp offering B2B Comms, **greenwashing**, Carbon Literacy, net zero masterclasses and accredited net zero training



For the built environment sector, there is a wealth of free training and resources available via the **Supply Chain Sustainability School** for all levels to earn certified CPD, training, webinars, learning pathways and benchmarking



B Corp and **1% for the Planet** member offering sustainability consultancy and workshops including Climate Fresk and Carbon Literacy

And many other small, independent training providers for specific topics, please get in touch to learn more...

for something a little extra see Livvy Drake,

[Sustainable Sidekicks](#)

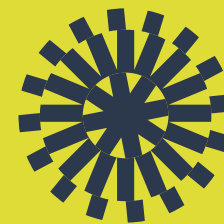
and Jim Lescop,

[DecarbonEaser](#)

Thanks for reading

We would love to receive any feedback or suggestions from you.
If you would like to get in touch with us, please contact:

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**Tyler
Grange**

Certified



Corporation