

STRATEGIC REPORT (continued)**FUTURE PROSPECTS (continued)**

In our network of global studios, our staff will be instrumental in identifying and winning new projects. The connectivity we have seen emerge through the pandemic will help us win and deliver interdisciplinary projects, extend our professional services offer to new markets across Asia and North America by bringing the best of BDP to our clients.

ENVIRONMENTAL INFORMATION

A fundamental feature of BDP's professional services offer is the delivery of sustainable design to facilitate good environmental performance by our clients. This commitment to environmental performance is also integral to our everyday practice within each of our design studios.

Since 2011, BDP in the UK and Ireland has held ISO 14001 certification which demonstrates a continuous commitment to monitor the environmental performance of our business operations, develop targets to deliver environmental performance improvements, and annually review and revise our targets to secure future improvements in the environmental performance of the business. In 2016, BDP secured ISO 50001:2011 certification. This internationally recognised standard is awarded to organisations that operate a robust energy management system, and confirms BDP's compliance with the DECC Energy Savings Opportunity Scheme (ESOS) 2014 Regulations.

By way of greater transparency in our environmental performance, BDP produces a detailed annual Environmental Report which is made available to all of our stakeholders. The Environmental Report provides an annual review of performance relating to carbon emissions, water use and waste generated from business activities against our targets, and establishes plans and targets to further manage and minimise our environmental footprint over the coming financial year.

KEY ENVIRONMENTAL TARGETS**Total Energy Consumption**

	Current reporting year 2020-2021 UK and Ireland	Comparison reporting year 2019-2020 UK and Ireland	% Change in 2020 - 2021
Energy consumption used to calculate emissions: /kWh – for gas	649,547	672,128	(2)
Energy consumption used to calculate emissions: /kWh – electricity	1,264,602	1,418,676	(11)
Emissions from gas tCO ₂ e (Scope 1)	129	120	8
Emissions from combustion of fuel for transport purposes (Scope 1)	N/A	N/A	N/A
Emissions from purchased electricity tCO ₂ e (Scope 2, location-based)	301	337	(11)
Emissions from business travel in rental cars or employee-owned vehicles where company is responsible for purchasing the fuel tCO ₂ e (Scope 3)	26	37	(30)
Total gross emissions tCO ₂ e based on above	456	494	(8)
Intensity ratio: tCO ₂ e gross figure / capita	0.489	0.536	(9)

Methodology

In order to measure our scope 1, 2 and certain scope 3 emissions, energy consumption in kWh for electricity, gas and district heating are monitored and recorded across our studios through monthly meter readings. Vehicle journey miles are extracted from the BDP internal expenses system. Carbon emissions for scope 1, 2 and 3 are then calculated converting kWh of energy and mileage into tCO₂e using the UK Government greenhouse gas reporting conversion factors.

STRATEGIC REPORT (continued)**KEY ENVIRONMENTAL TARGETS (continued)****Reasons for Change in Emissions**

Our scope 1 emissions in FY 2020-2021 have increased by 8.3% despite a reduction in gas consumption. This is due to the increase in carbon intensity for natural gas, as reported by the Department for Business, Energy and Industrial Strategy (BEIS). The most significant reason for the reduction in gas consumption (2.4%) is due to COVID-19 where the UK and Ireland studios were closed for a large proportion of the reporting period and thus heating and hot water demand was much lower than would typically be the case.

We have reduced scope 2 emissions by 10.7%. This can largely be explained by the temporary closure of studios.

Scope 3 business travel emissions have been reduced by 29.7%. The halting of business travel due to COVID-19 has been the main factor in our travel emission reductions.

Organisational Boundary

The emissions relate to our studios in the UK and Ireland and do not include our overseas studios.

Intensity Measurement

We have chosen the metric gross scope 1 and 2 emissions in tonnes of CO₂ per capita.

EMPLOYMENT POLICIES

BDP is committed to ensuring equal opportunities for all current and potential members of the firm. It is committed to the promotion of standards of personal conduct based on respect for, and the dignity of individuals. It is the Company's policy to provide a working environment free from discrimination and to value diversity. Everyone in BDP is expected to support and contribute to the maintenance of these policies. In April 2018, BDP published its first report under the Gender Pay reporting requirements. Our results reflected the higher proportion of men at senior levels of the Practice. This is something we are committed to changing and we aim to accelerate our understanding of those issues that impede the progress of women in practice and to take action to break down those barriers.

As one of the largest employers of female architects in the country, we particularly recognise that our gender pay gap needs to improve. In support of this we have refreshed our approach to equality, diversity and inclusion, developing a network of representatives across the practice at director and staff level and led by one of our principals, Sue Emms. The network, BDPBelonging, is helping to drive a programme of culture change comprising formal training, employee surveys, data analysis, webinars and toolbox talks, together with leadership programmes and enhancements to our policies. One of our six priority projects for 2021/22 is exploring and addressing gender equity in the practice. Our new flexible working policy is aimed at supporting and improving work/ life balance and is just one of a suite of family friendly policies being developed over the coming months.

We believe our studios offer exceptional working environments for all. However, we recognise that more needs to be done to tackle gender inequality at leadership levels and we possess a willingness to learn and to become better. Our ambition in relation to this issue is simple, we need to level the playing field in our professions, remove unconscious bias and find ways to provide further support for all of our people regardless of ethnicity, class, sexual orientation or gender. We aim to accelerate our understanding of those issues that impede progress in practice and to take action to break down those barriers.

EMPLOYMENT OF DISABLED PEOPLE

The Company and its subsidiaries give full and fair consideration to the application for employment made by disabled people, having regard to their particular aptitude and abilities and will make reasonable adjustments for all applicants and employees who are, or become disabled, as required to accommodate their needs. Should employees become disabled and unable to perform their role, consideration would be given to appropriate training, including retraining for alternative work within the Company.