jestico + whiles

B Corp Impact Report 2026



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Reflections on the previous year

Value-based Impact

Two years on from certification, our second Impact Report takes stock of what B Corp means in practice. B Corp aligns with the values that have always defined us: great design, one another, and the world around us. Certification gave us a framework for accountability; these values remain why we do what we do.

Our Ray Dolby Centre at the University of Cambridge, home to the world-renowned Cavendish Laboratory, was named as a Laureate of the Prix Versailles 2026 which recognises the "World's Most Beautiful" achievements. It provides recognition of the technical and architectural ambition behind one of the most complex buildings we've ever delivered.

Feedback gathered through staff reviews and exit interviews continued to reflect the studio culture we've worked hard to build, echoing the standards recognised by our London Good Work Standard accreditation. It's this kind of consistent, everyday feedback, that encourages us that we're correctly valuing one another.

Building on last year's plans, our Access to Architecture mentoring programme and plusZero's Post Occupancy Evaluation work came together for the first time in Learning From Schools, piloted at Abbeygate Sixth Form College. The students didn't just take part, they became co-researchers, shaping which spaces we studied and conducting peer-to-peer interviews that adult researchers would likely never have accessed. It's an example of what happens when you let the people who use our buildings help us understand them.

Taken together, design recognition, employee feedback and community-led research are three expressions of the same commitment we have to using business as a force for good. This report sets out how that commitment played out across the B Corp five impact areas: Environment, Governance, Workers, Community and Customers.



Ben Marston, Principal

60 employees

7 new practice members in the last year

14 nationalities

Practice gender balance:

54% female **46%** male

Leadership gender balance:

38% female **62%** male

9.5 years average length of service

2,320 training hours

500 outreach hours



The practice celebrating our B Corp certification


Certified
Learn more at
bcorp.com

01

Environment





01 Environment

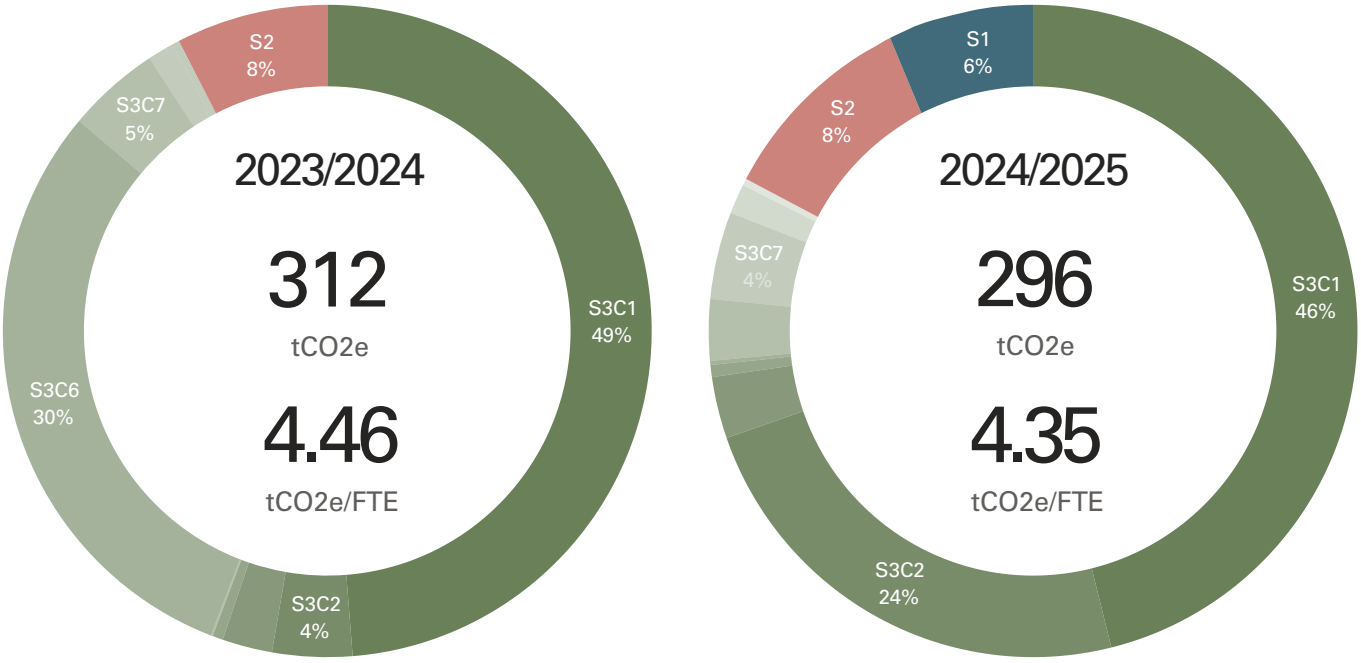
Carbon Reduction Plan (Financial Year 24/25)

Our annual Carbon Reduction Plan assesses our practice's carbon emissions against rigorous Greenhouse Gas Protocol procedures and Procurement Policy Note 06/21 guidelines.

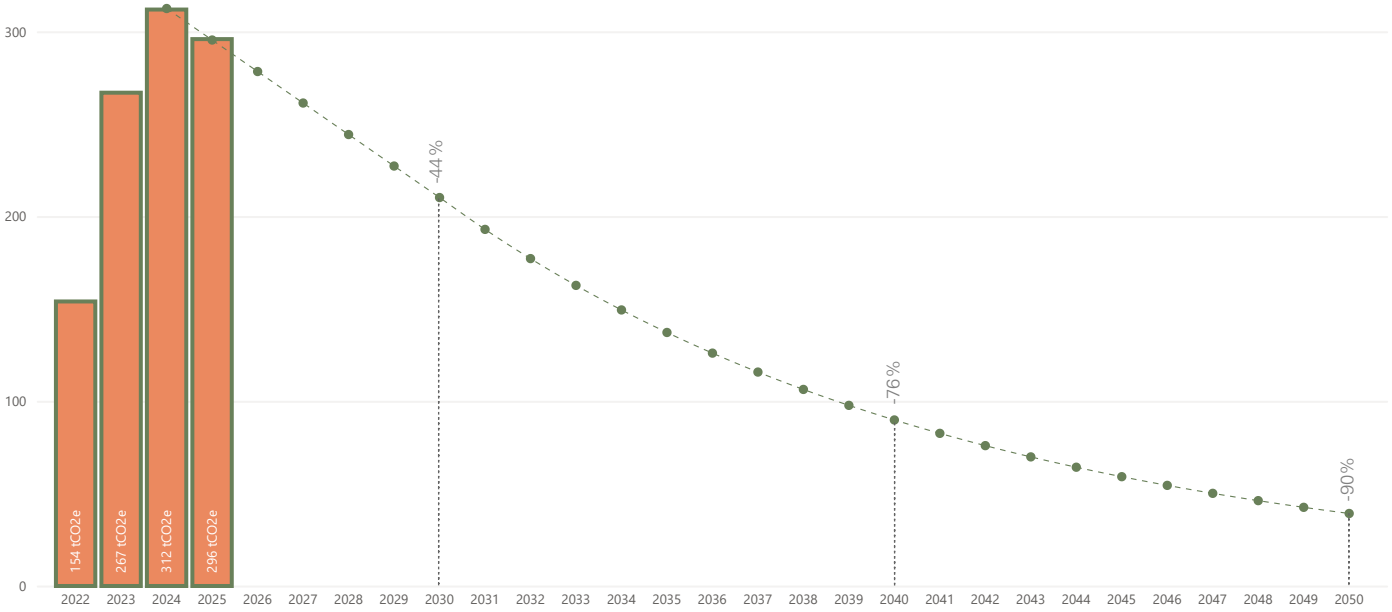
This year's report demonstrated a 5.4% reduction in total absolute emissions compared to the 2023/24 baseline, from 4.46 tCO_2e per full-time equivalent employee, to 4.35 tCO_2e/FTE.

Our biggest reduction came from business travel (scope 3 - category 6), which saw a 92% drop in emissions. This steep decline is primarily due to the completion of specific major international projects that had previously necessitated a high volume of flights. To manage the emissions arising from flights in future projects we have put policies in place that prioritise rail over travel for domestic and short-haul business journeys, the increased use of virtual meetings, and where travel is necessary, undertaking various in-person meetings during a singular trip.

Our largest increase came from capital goods (scope 3 - category 2), which reflect a periodic overhaul of our IT infrastructure. The company has been using IT assets to the maximum, using many well beyond the recommended periods and past warranty support timelines. To support agile remote working and keep pace with AI technological advances, the practice invested in upgrading laptops and PCs for many users. As a major hardware refresh, it represents a cyclical peak rather an a permanent operational increase.



Carbon emissions from 2023/24 financial year against emissions from 2024/25 financial year



Operational emissions since the the first measured year, showing 90% absolute reduction by 2050.

Milestone Achieved: SBTi Certification

One of our aspirations since the first issue of our Carbon Reduction Plan was to achieve Science Based Targets initiative (SBTi) certification, which we achieved in September 2026.

SBTi is a global climate organisation that helps companies set clear rules to limit their greenhouse gas emissions, aligning with the Paris Agreement goal of limiting global warming to 1.5°C. Although we had used SBTi recommendations to set our targets since the beginning, this official validation represents an independent assessment of our goals.

Our targets were assessed against the SBTi SME Criteria Assessment Indicators and validation means we commit to maintain zero scope 1 and 2 emissions through 2031, and to measure and reduce our scope 3 emissions from a 2024 base year.



01 Environment

B Corp panel at Clerkenwell Design Week

Our sustainability champion Adriana Keast was invited to speak on a panel hosted by B Corp certified furniture company Andreu World. The topic explored how B Corp values are redefining the future of architecture and design.

Adriana spoke of the realities of delivering true ‘sustainable’ design in practice, and what has been the impact of the B Corp certification on our architecture and interior design business.

We continue to seek opportunities for an open dialogue about our B Corp certification.



Adriana (second right) at the B Corp panel hosted by Andreu World at their showroom in Clerkenwell

Recognition of Sustainability Achievements

James Anderson, a key member of our in-house sustainability team plusZero, was named as one of 2025's RIBAJ Rising Stars and Edie's 30 under 30 class of 2025.

RIBAJ Rising Stars, run by the RIBA Journal, is an annual competition that recognises brilliant early-career design and architecture professionals, demonstrating excellence in design, sustainability, technology, collaboration or community engagement.

Edie's 30 under 30 is an annual initiative and professional community that recognises and celebrates 30 rising young changemakers who are driving sustainability, net-zero and positive environmental action within their organisations.

James was recognised for his work designing and testing of our in-house early stage carbon modelling tool, JESCA and managing the company's Carbon Reduction Plan. He also led Royal Russell Junior School through the UK Net Zero Carbon Buildings Standard pilot programme as part of the development of the standard.







Left: James Anderson. Top right: Winners of RIBAJ Rising Stars 2025. Bottom right: Edie's 30 under 30 class of 2025

01 Environment

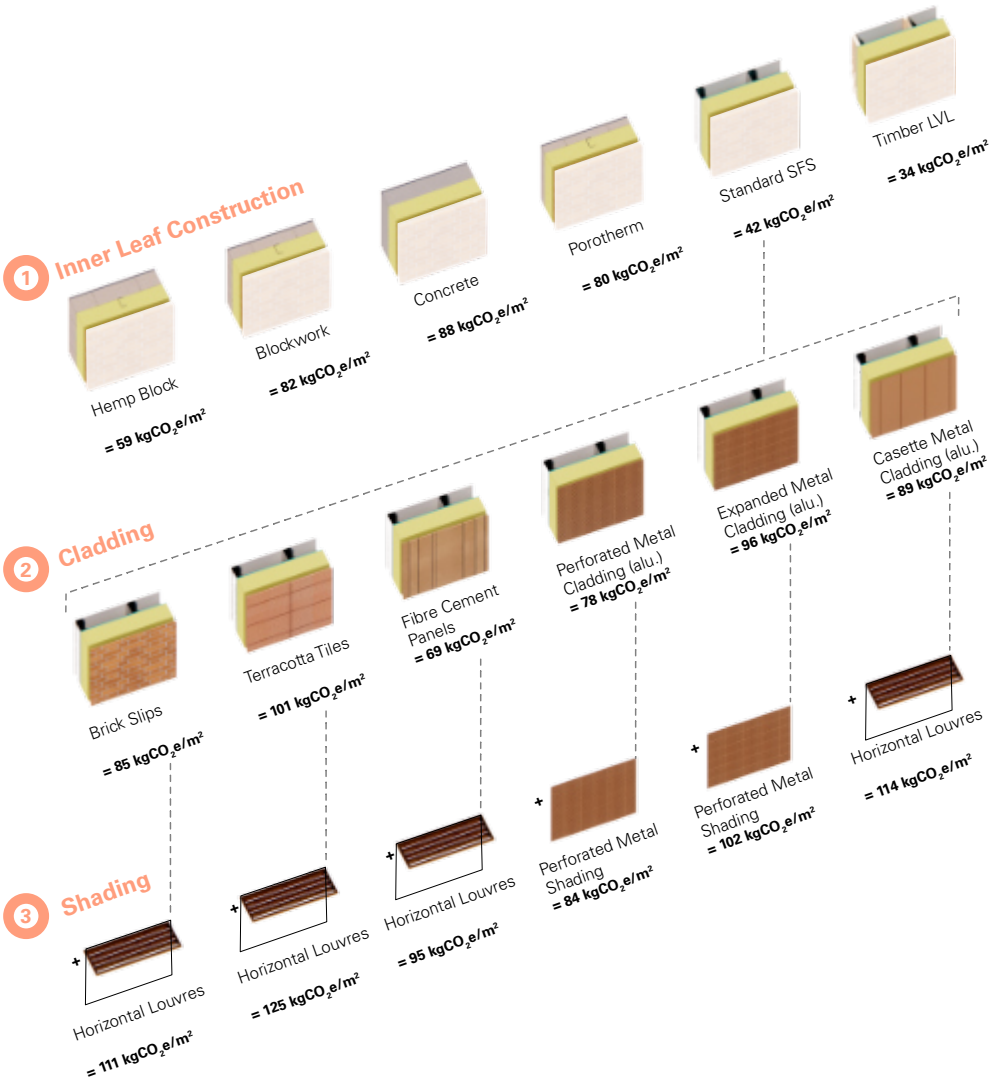
JESCA

Last year, we developed an embodied carbon measuring workflow that would not add extra complexity to the early project stages: Jestico + Whiles Early Stage Carbon Assessment - or JESCA for short. As an office using Revit as our BIM environment, we wanted to make measuring embodied carbon as seamless as possible, and developed JESCA as an integrated tool based on the One-Click LCA database.

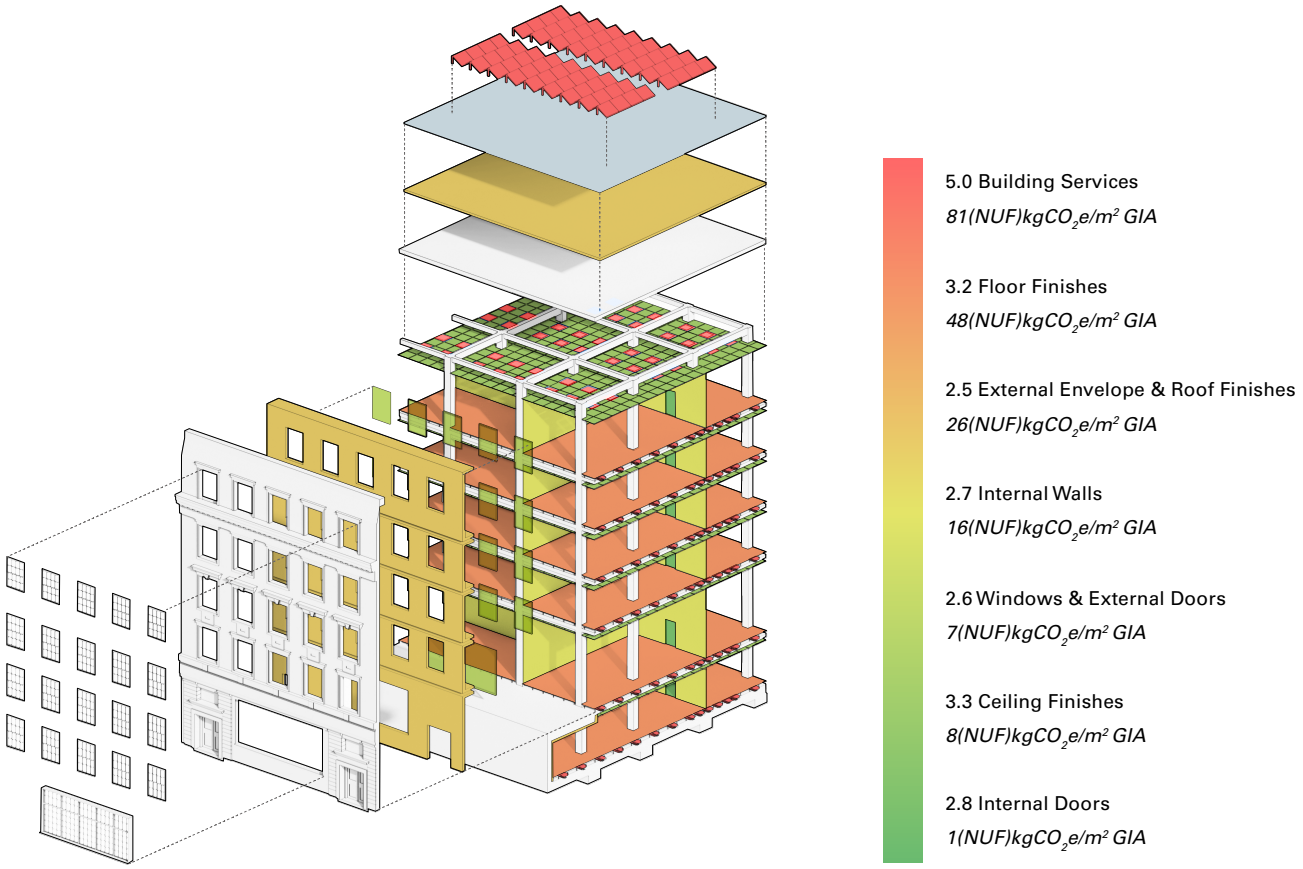
A user-friendly and engaging output was essential, and a project dashboard is used to visualise the figures and allow users to interact with the data in a way that is useful to them. It offers interactive analysis by materials, RICS categories, or discipline, whilst benchmarking against RIBA 2030 Challenge and UKNZCBS targets.

This year, the plusZero team have focused on improving the user experience of the dashboard, and enhanced integration of the mapping capabilities of materials in Revit.

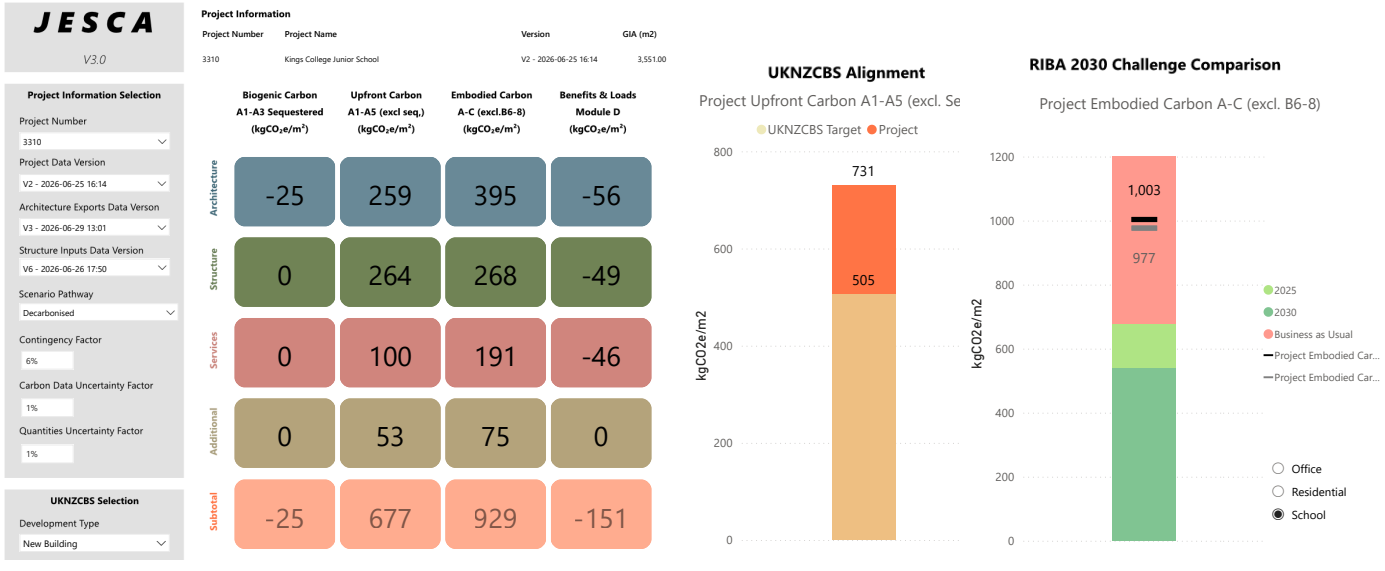
Around the same time, the Department of Education (DfE) released its newest framework for contractors, CF25, which requires the embodied carbon measured and targets met throughout the concept design stages. We used the JESCA tool to demonstrate our capabilities in meeting this new criteria and update our current office workflows to meet these requirements.



A façade options study using JESCA



Embodied carbon breakdown by major works - Existing buildings



The JESCA project dashboard

01 Environment

Learning from Schools: Abbeygate Sixth Form College

Following on from post-occupancy evaluation (POE) studies undertaken as part of the School Stories multimedia project, the plusZero team wanted to formalise the POE process and gain more in-depth environmental data.

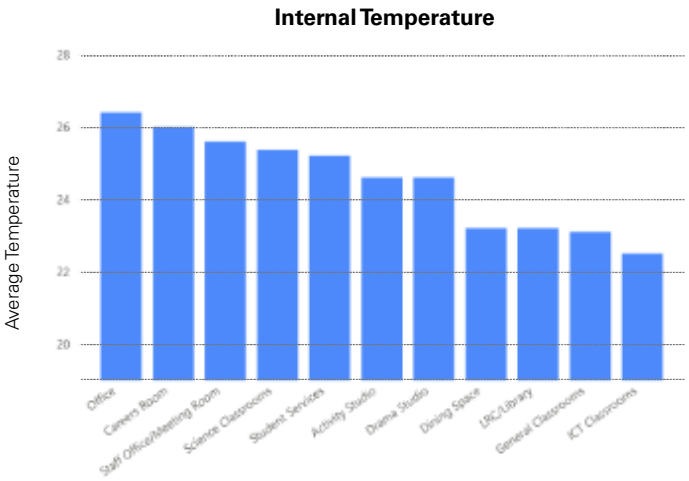
The filming days at Tring School coincided with our Access to Architecture (A2A) programme, where 5 sixth form students from the school interested in the architecture profession joined plusZero with their data collection. This initial collaboration proved successful in providing insights from users that otherwise may not have been discovered.

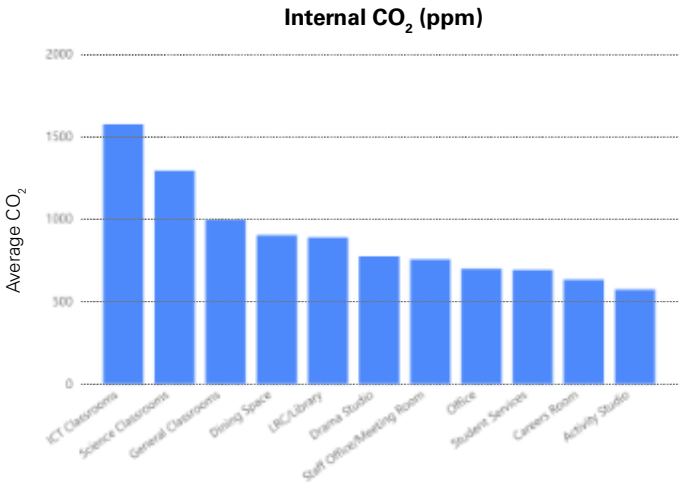
From this, we developed a format combining our research collection with A2A to provide the double benefit of hands-on, practical experience for young people interested in a career in the built environment, whilst allowing our sustainability team to collect vital data on the in-use operation of our completed buildings, directly from those who know them best. The research and workshops culminated in our first report of the Learning from Schools series.

The report details our data collection methodology and does a deep-dive into the findings from the research. These themes include: wayfinding, social and study spaces, FFE provision, passive supervision, durability, visual comfort and glare, thermal comfort and air quality, and energy performance. Each theme had a key learning element, pulled out and discussed in our conclusion. The outcomes of the research gave us a clear understanding of how our designs are performing and provided feedback we can take into future design projects.

The value in this research lies in the continued POE we conduct over various schools. Although environmental data was collected, a limitation to conducting the workshop on one day gave us a narrow sample window. We also approach the research as architects and not scientists, and the studies serve to identify emerging trends, daily operational patterns and areas warranting further investigation.

We have already conducted the next series of workshops and are putting together the findings into a research report.





Temperature and CO_2 readings from various rooms in the school



Findings from the Learning from Schools report

> *__All spaces are shared__ and still close to __the noise__ of the cafeteria. You should offer small cubicle-like rooms for students to book.*
>
> **Teacher,** Interview




Henry VII
1485-1509
HENRY IV
THOMAS PENN
WINTER KING


ABBEYGATE
SIXTH FORM COLLEG

02

Governance





02 / Governance

Good governance isn't just about structures and policies, it's about making sure the right people, principles and processes are brought together. This year, that's shown up in four ways: how our values shape accountability, how we've built new checkpoints into the design process, how we're strengthening our quality assurance, and how we're reorganising the way knowledge is shared around the practice.

Values as Governance

As set out earlier in this report, our three core values, great design, one another, and the world around us, aren't just a statement of intent. They're the framework we use to hold ourselves to account. This year that framework was reflected in three tangible measures: our design recognised on an international stage through awards, consistent positive feedback on studio culture from staff reviews, and a new model of community-led research through Learning From Schools. Taken together, they're evidence that our stated values actually drive decision-making and behaviour across the practice, which is exactly what good governance should do.

Employee Feedback

All employees who leave the practice are invited to participate in an exit interview. This provides an opportunity to give detailed feedback on their experience at Jestico + Whiles. This year, we revised the interview format to align more closely with our three core values: Design, People and the Planet. This change enables us to gather more meaningful data, helping us identify what we do well and where further focus and improvement may be needed. All key themes emerging from exit interviews are fed back to the Practice Leadership Team.

Stage Kick-offs: Proactive Design Management

Since April 2026, every project stage now begins with a formal kick-off, an initiative introduced by our Technical team. At the start of each workstage, our Technical, BIM, Sustainability and QA Leads come together with the team to guide the developing design from their respective standpoints before work gets underway.
This shift to a more proactive model of design management is now running across all live projects. Early feedback from teams has been positive, particularly from less experienced architects, who've found the sessions helpful in focusing attention on what matters at each stage. It's a small structural change, but one that keeps technical, digital and sustainability thinking built into the design process from the outset. Stage kick-offs are part of a wider initiative to improve technical competency across the practice through training, testing and deskside mentoring.

Strengthening our Quality Assurance

Good governance depends on good process. We've been reviewing and refreshing how we manage quality across the practice. We're improving document control with clearer naming conventions and better change tracking, bringing all our ISO documentation together in one place on SharePoint, reviewing our project checklists to make sure they're still fit for purpose, and updating our core process diagrams so they properly reflect how we work today. None of this is a quick fix, it's part of an ongoing programme to keep our quality management as sharp and useful as the projects it supports.



Building our Knowledge Base: Discover

Last year, we set out plans to restructure our internal knowledge base. That work is now well underway. Our new Discover SharePoint site launched in January 2026, and is replacing our previous Knowledge site with something more functional, more searchable, and externally accessible.

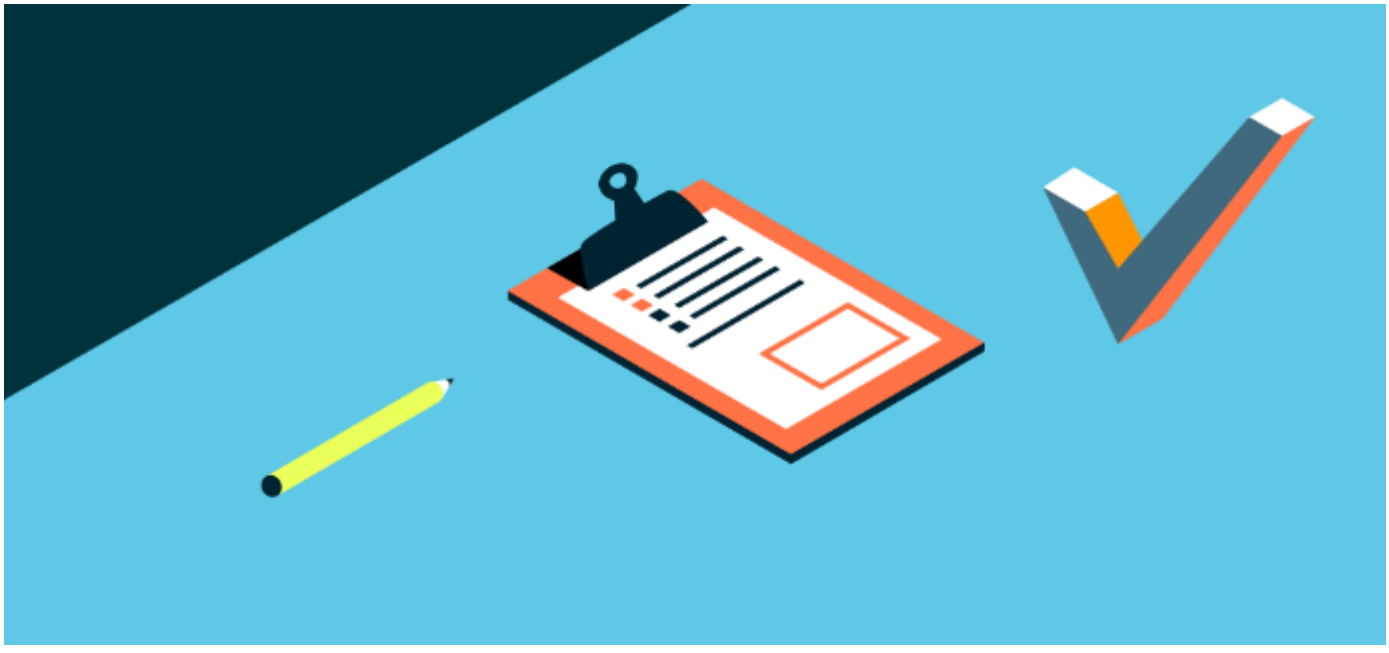
We're gradually migrating and building out content, with hundreds of pages now created or migrated across new templates and site structures. The wider migration is progressing well, and this is fast becoming an important resource for technical competency across the practice.

Alongside restructuring our internal knowledge base, we have reviewed alternative project accounting software to improve project reporting, particularly work-in-progress (WIP) reporting. This is important because changes to FRS 102 require a different approach to reporting revenue recognition.

We chose to invest in a more user-friendly project accounting system (CMap) that integrates more effectively with reporting tools such as Power BI through an API. The new system gives project leaders faster, easier access to their projects' financial performance. We are also exploring alternative HR software solutions.

Together, Discover and CMap support a common objective: ensuring that the right information is available to the right people at the right time. Whether accessing technical guidance, sharing lessons learned, understanding project performance or planning future work, these investments are helping us work more effectively, reduce inefficiencies, and build a more connected organisation.

As we continue to develop both platforms, our focus remains on improving usability, expanding content, and ensuring that knowledge and information remain accessible to everyone. By combining better structure, smarter technology, and a culture of continuous learning, we are creating systems that support both individual growth and the long-term resilience of the practice.



03

Workers





03 Workers

Studio Culture

At Jestico + Whiles, we pride ourselves on being a welcoming, inclusive and friendly place to work, and this is reflected in our average length of service of over nine years. We thrive on a culture of mutual support, democratic participation and open lines of communication, where employee wellbeing is prioritised and every person's contribution is valued.

We have continued our hybrid working model, spending Tuesdays, Wednesdays and Thursdays together in the office, with the option to work remotely on Mondays and Fridays. For additional flexibility, Practice members can also choose to work remotely for one week each year.

Every Thursday we run 'Plus Together', a social get-together with talks and presentations. Sessions range from welcoming new colleagues and discussing design topics that inspire us, to 'Pubs Together', where an introduction to the history of one of London's historic pubs is followed by a visit to the establishment itself. Some sessions take us out of the office altogether, such as our annual visit to the Serpentine Pavilion.

We begin every month with a session focused on updates on new projects, new business and finances. These meetings are an opportunity to celebrate success, share learning and align our collective efforts going forward. They form an important pillar of our culture as an employee-led business, encouraging transparency and democratic participation.

We also host regular office-wide gatherings and activities that bring everyone together, including practice lunches, yoga, cycling, football and softball matches, and summer and Christmas parties.











Photographs from our Summer Party and other office events

Skills+ Day

Every quarter we run 'Skills+' days, bringing the whole practice together for group trips and activities such as site visits, walking tours, exhibition visits and making workshops. These shared experiences nurture our collective creativity, which in turn feeds back into our project work.

This year's Skills + days have included a wayfinding design workshop, where we developed new skills in creating clear and meaningful signage for architectural spaces, before putting them into practice through a hands-on exercise designing signage for an exhibition. In the summer, the whole practice headed to Queen Elizabeth Olympic Park for a guided architectural tour of East Bank's new cultural buildings: Sadler's Wells East, V&A East and the London College of Fashion.

These activities extend our training beyond the core of our day-to-day work, building knowledge in areas that sit alongside and enrich our architectural practice.













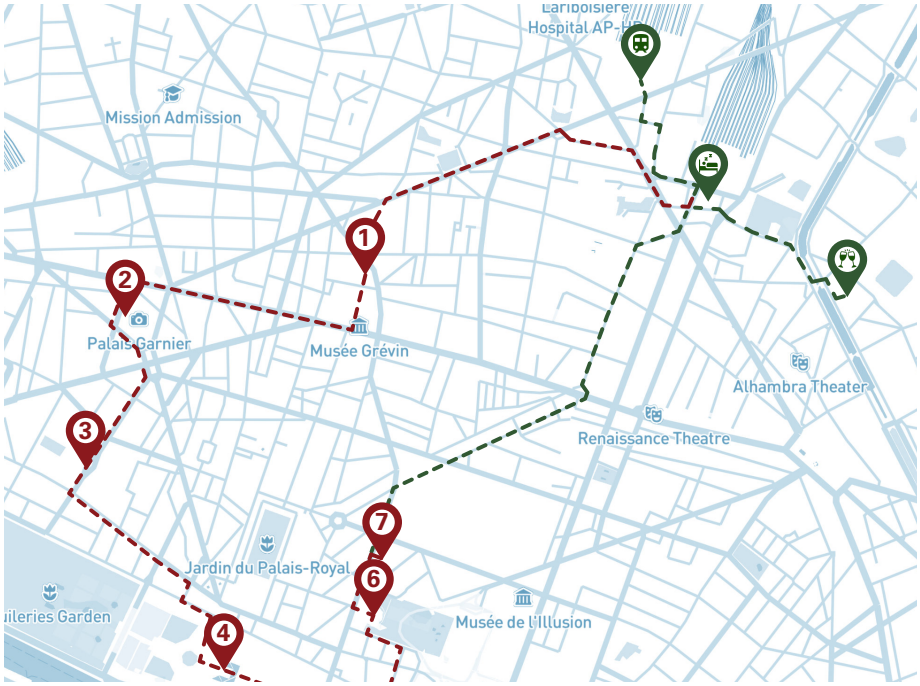

Photographs from Skills+ days this year

03 Workers

Practice Study Tours

To mark the end of 2025, the entire practice travelled by train to Paris for a two-day study trip. Covering more than 40,000 steps exploring the city, its galleries, and its architecture, both historic and contemporary. The trip provided an opportunity to spend time together away from our desks and concluded with our Christmas party in the heart of the city.

Following our return from Paris, the office closed for two weeks over Christmas and New Year, giving everyone time to rest and recharge. The extended break also made it easier for colleagues travelling from overseas to return home and spend time with their families.













Paris Study Tour | December 2025

EDI Talk Series | Exploring Neurodiversity

In our previous Impact Report, we committed to launching an ongoing programme of talks focused on equality, diversity and inclusion (EDI) and wellbeing, shaped directly by employee feedback. The first session in this series explored neurodiversity. To deliver the session, we partnered with Altruist Enterprises, a UK-based social enterprise specialising in workplace mental health, wellbeing training and coaching, with whom we have worked since 2017.

The Lunch and Learn session brought together colleagues from across the practice to enhance their understanding of neurodiversity and support more inclusive ways of working. Participants explored what neurodiversity means in practice, gained insight into the experiences of neurodivergent individuals, and learned how reasonable adjustments can help create a more accessible and supportive workplace. The session also encouraged greater awareness, empathy and understanding among colleagues.

Following the session, we carried out a feedback survey to understand how helpful practice members found the training and what further talks and training on this topic would be beneficial. This initiative is part of our ongoing commitment to fostering a more inclusive, supportive, and thriving workplace culture.



04

Community





04 Community

Continuing outreach activities

At Jestico + Whiles, our outreach activities continue to exemplify our dedication to creating inclusive opportunities within the architectural profession, inspiring future generations to become active participants in shaping their environments.

Matt + Fiona

Matt + Fiona is an award-winning architect and educator team offering unique hands-on practical education programmes for children and young adults. As the enterprise's inaugural industry champions, we offer financial support, resources, and our time and professional expertise to assist in their mission: inspiring young people to shape and influence the spaces in which they live, work and play.

We have supported Matt + Fiona on a number of projects over the years, including play and performance spaces on a HS2 meanwhile site in Euston, and at Brixton House Theatre in south London, as well as their last year's project 'Learning Landscapes', a collaboration with a Barnet-based arts centre and three local schools. This year, we worked with Matt + Fiona on their 'Architecture Explorers Trail', a guided, interactive journey around Southbank co-designed with children and families during open workshops.

Work Experience and Mentoring

We believe in the value of high-quality, in-person work experience and mentoring in nurturing the next generation of creative professionals. Every year, we offer structured placements for students in architecture, interior design, model making, and graphic design. Participants engage with live projects and develop practical skills using industry-standard tools and methods, gaining genuine insight into professional practice. Over the past year we have supported 28 students providing them with a hands-on experience of a career in the built environment.

Alongside work placements, our mentoring initiatives remain central to our ethos. We actively support students through the RIBA University Mentoring Programme and offer additional mentoring in-house, drawing on the diverse expertise of our team. To further support early-career professionals, we host CV and portfolio review sessions and provide tailored advice designed to enhance confidence and employability. This year, we also participated in the RIBA's 'Discover Creative Careers' event.

All these programmes are offered at no cost to participants and are carefully aligned with our commitment to social value and inclusion.

Young City Makers

We have continued to support Open City's Young City Makers programme, which exemplifies hands-on learning. This initiative links architecture practices with primary schools to develop students' model-making skills and understanding of urban and architectural spaces.

This year, Jestico + Whiles partnered with Cubitt Town Primary School in Poplar. We asked the students to design, in groups of six students, a part of their school (classroom, playground, dining hall, etc.). They each modelled a room or area and pieced the models together at the end to create the school. At the first workshop the students worked individually or in pairs to think about the spaces in their school, what they liked and disliked and start re-designing a space to improve it. At the second workshop the focus was on developing their design concepts and making the final models, which would be presented at a final celebration event for all schools that took part in this year's initiative.

Open City Accelerate

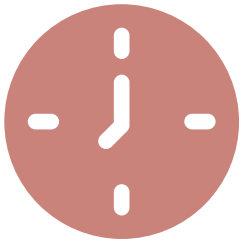
Since 2017, we have proudly supported Open City Accelerate, a free educational programme focusing on young people from underrepresented backgrounds. By hosting workshops and offering mentorship, we provide 16 to 18 year-olds with essential skills and confidence to pursue careers in architecture and related fields.

This year, we welcomed four talented sixth form students to the studio over the half term break. Across three days, the students were taken on a tour of the Barbican, then tasked with designing a bandstand for a site that would reflect the theme of this year's programme, 'resilience'.

We have also run 'Insight Tours' as part of the Accelerate programme, offering students a half-day behind the scenes tour of our studio, along with presentations on what different members of our team do, including architects, interior designers, modelmaker, graphic designer and discussing career pathways in the industry.



28
work experience students



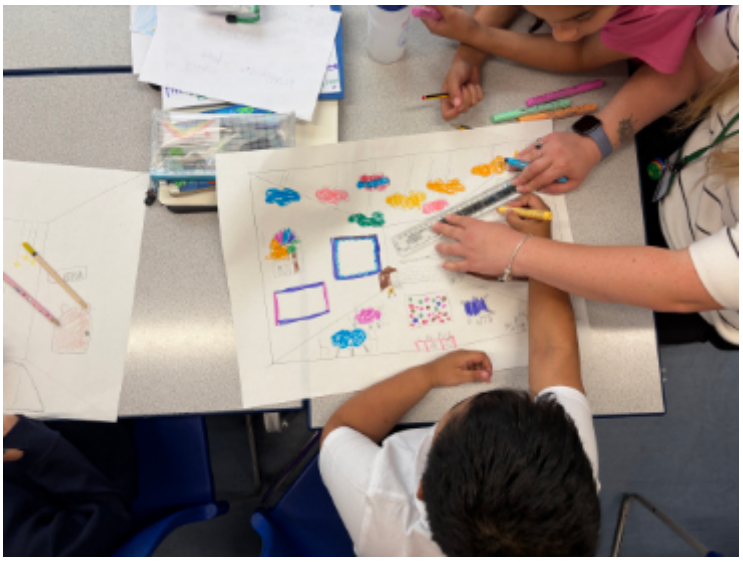
500
outreach hours

Right: Images from workshops with Matt + Fiona, Open City Accelerate, Young City Makers, and our in-house work experience.











04 Community

Access to Architecture

The 'Access to Architecture' programme stands as a cornerstone of Jestico + Whiles' commitment to social mobility, equity, and the long-term cultivation of talent within the built environment. As a complement to the work we do with external organisations, this internal initiative supports students at Jestico + Whiles-designed schools through mentorship, practice experience, and networking opportunities.

As part of the programme, the practice leverages its extensive education portfolio, collective expertise, and expansive industry network to provide participants with genuine insight into the practice of architecture, and the adjacent built-environment professions. Over two days of workshops, participants interact with a range of industry professionals, explore career and education routes, and learn about the process of building design and construction though the lens of their own school building. Collaborating with our sustainability team, students conduct a post-occupancy evaluation of their own school, exploring user experience, energy use, and community impact. This hands-on experience enables participants to gain the confidence and foundational skills necessary to progress in an academic or professional setting, both in and out of architecture.

For Jestico + Whiles, 'Access to Architecture' is an embodiment of our core belief that the future of architecture depends on reflecting the communities we serve – by investing in the individuals who use our buildings, we also aim to enrich the creative fabric of the sector. The success of the programme, recognised by the AJ100 New Talent Awards 2025, serves as a testament to our dedication to nurturing the next generation of industry leaders of a more equitable, vibrant, and innovative profession.



Access to Architecture guide

> *I found myself thinking about how much [the programme] helped me adjust to the industry environment now. As I have recently started a marketing apprenticeship position, I can really appreciate just how helpful and beneficial the programme was to my attitude to business.*

Abbeygate Sixth Form Student







First workshop day, held at J+W offices

05

Customers





05 Customers

Featured project:
Royal Russell Junior School

Our design for a new 400-student junior school combines educational excellence with wellbeing and sustainable architecture. Developed for the Royal Russell School, set in a verdant landscape in south London, our approach reflects the idea of a child's journey through learning and life. The building follows Passivhaus and WELL principles, with environmentally conscious design decisions including extensive use of timber and a mixed-mode ventilation system to support student wellbeing.

From the campus entrance road, the building presents as a two-storey brick form stepping down the hillside in three volumes, its fragmented massing minimising its presence within the Green Belt. The material palette echoes the campus's Aston Webb buildings: red brick on the principal elevation and buff brick on the rear volumes reference the warm brick and stone of the historic campus. Rounded corners soften the masonry, while vertical timber elements mark the central circulation spine and connect the architecture to the surrounding woodland. Climbing plants and planted margins blur the boundary between building and landscape, and a projecting canopy at the main entrance marks the point of arrival.

The building is organised as three interconnected volumes linked by a central timber-lined spine that follows the natural slope of the site, creating a series of villages connected by a shared street. Each teaching cluster pairs year groups and opens onto a dedicated outdoor learning area, while a central gathering stair connects all three floors and serves as both a performance and assembly space.

175 new trees

47% reduction in emissions*

*against Part L 2021 baseline







05 Customers

London Festival of Architecture Tours

As part of the 2026 London Festival of Architecture, we collaborated with the London Borough of Newham and project partners to host public tours of Vincent Street and the wider Canning Town Estates Regeneration. The events explored how meaningful community engagement can shape major regeneration, sharing insights into co-design, resident-led decision-making and the delivery of 147 Passivhaus-certified affordable homes as the first phase of a wider masterplan. Open to architects, local stakeholders, students and the public, the tours prompted discussion about regeneration's social impact and demonstrated how long-term collaboration with residents can create more inclusive, responsive places.

***Breaking The Bottleneck* Roundtable**

In October 2026, we will host *Breaking the Bottleneck*, an invitation-only roundtable bringing together senior voices and clients from across housing, government, investment and development, alongside international perspectives from Vienna and Copenhagen. The discussion will explore how London can deliver more homes efficiently without compromising long-term quality, considering barriers such as planning, funding, viability and regulation. Held under Chatham House Rules, the event is intended to support an open exchange of ideas and inform an anonymised recommendations paper on practical ways to improve housing delivery in the UK.











Left: London Festival of Architecture tours / Right: *Breaking The Bottleneck* promotional flyer

Breaking the Bottleneck

Leveraging European Systems to Accelerate London's Affordable Housing Delivery



jestico + whiles

06

Looking ahead





06 Looking ahead

Governance

We're now well into our recertification journey under B Corp's newly launched B Lab Standards, V2.0 which replace the previous points-based scorecard with a more focused set of Impact Topics. Working closely with B Lab, we've completed our scoping exercise this year, and the coming months will be spent turning our attention to the specific topics that matter most to how we operate. With recertification due in the summer of 2027, this will be a significant focus for the practice over the next twelve months.

Environment

Our lease at our current London studio comes up for renewal in summer 2027, and we're using this as an opportunity to properly think through what our home should look like. Like many practices adapting to more flexible ways of working, we simply need less space than we once did, and our current premises, while a lower-carbon, all-electric building, is more space than we can justify either financially or environmentally. We're in discussion with our landlord about what happens next, whether that's staying and reshaping how we use the space we have, or moving somewhere new. Whatever we decide, any future home will be chosen with our B Corp impact areas and our own core values of Design, People and Planet, front and centre.

Workers

In line with our employee-led ethos, we'll be surveying workers this year to understand which of our benefits are genuinely being used and valued, and whether they represent good value for money, both for our people and for the practice. We want our benefits package to reflect what our team actually want and hope the outcome of the survey will provide us with a clear picture of what matters most to our employees, and that will in turn inform how we apportion the wellbeing spend in the coming year.

We'll also be building on this year's neurodiversity training with a renewed focus on mental health. Having equipped the practice with a better understanding of neurodiversity, the next step is training aimed squarely at team leaders, helping them recognise the early signs of mental health challenges in the people they manage, and providing them with the knowledge to respond with confidence and support.

Community

Continuing our relationship with non-profit organisations, we are proud to be hosting *Narrative Practice* for the second time. Narrative Practice is a non-profit mentoring and research platform dedicated to supporting young people from underrepresented backgrounds, including ethnic minorities, women, people with disabilities and those from disadvantaged socio-economic backgrounds, in accessing architecture and improving diversity and representation within the profession.

The evening also includes informal networking, giving mentees the opportunity to speak with mentors they have not been formally paired with. It's a valuable opportunity for students and emerging individuals to gain advice from those working in practice. In many cases, we continue to support participants beyond the event through ongoing portfolio feedback and work experience placements.

We're also convening a new kind of conversation in October 2026: *Breaking the Bottleneck*, a roundtable discussion bringing together housing, finance and delivery leaders from across London and Europe to explore how the capital might accelerate the delivery of affordable housing, learning in particular from our European colleagues as to how they have managed to do it. It's an initiative inherently bigger than any single project.

Journey to Recertification

Our second Impact Report marks two years since we became a B Corp. The values that underpin our practice have always aligned naturally with the B Corp ethos. Certification has helped us build on this through regular reviews and measurement of our impact.

We're now beginning the recertification process, guided by the seven new Impact Topics. Over the coming months, we'll invite additional members of the practice - both existing and new - to join our B Corp working group, ensuring cross-practice representation and bringing in fresh perspectives.

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