

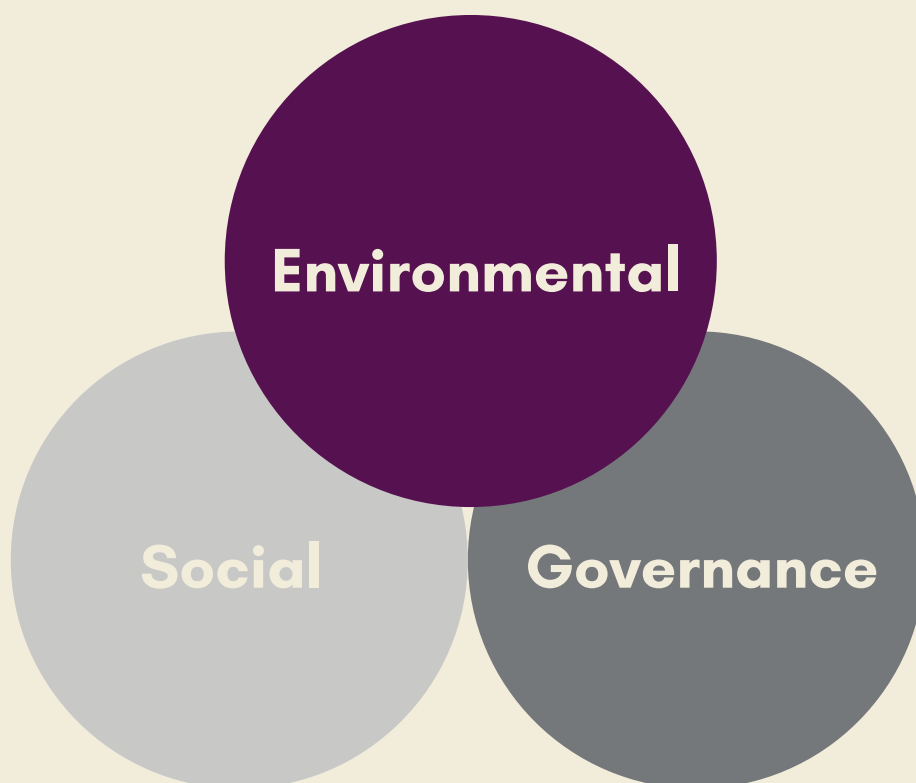


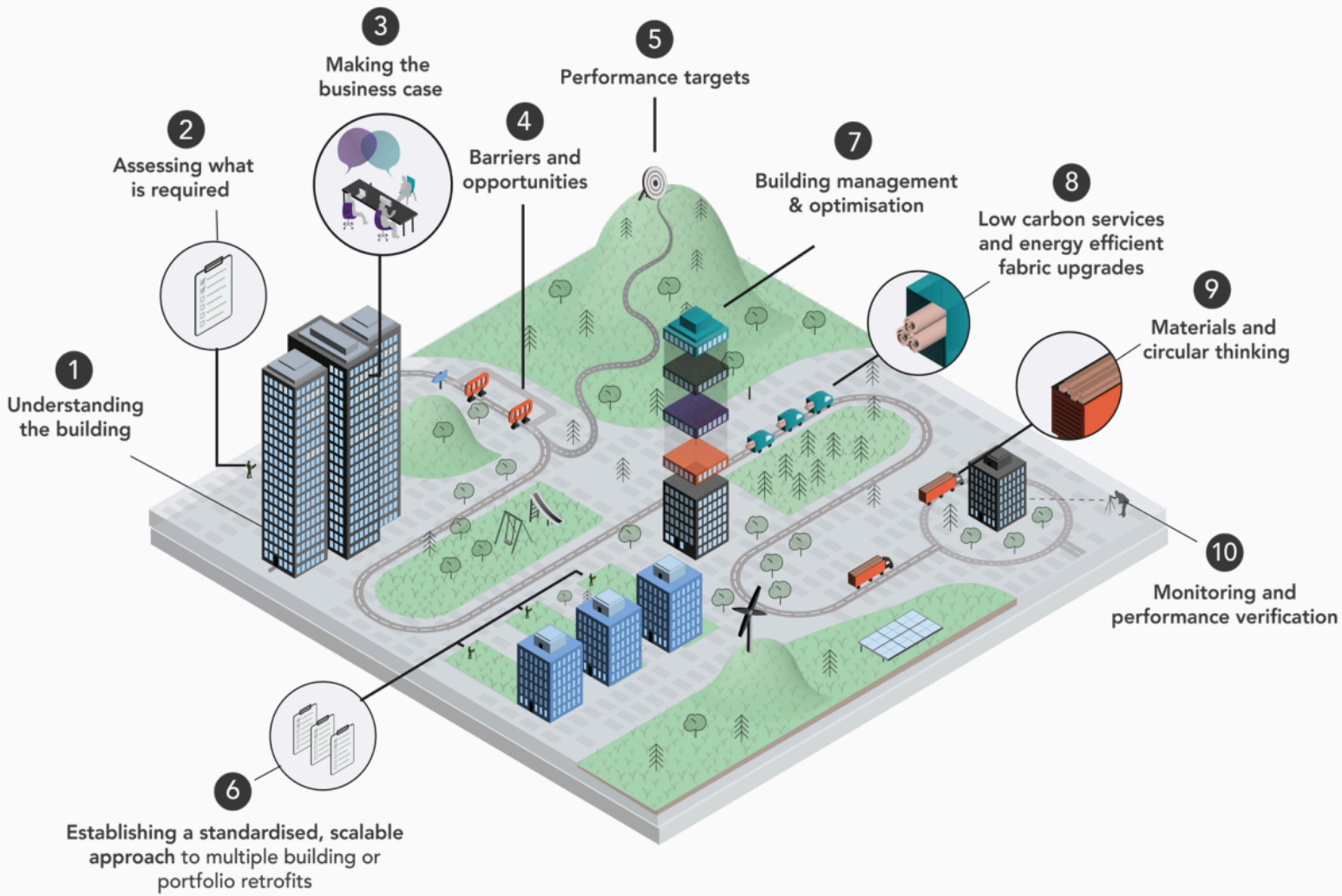
# PBC ESG Project

January 2025

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**Contributing positively to the built environment  
by delivering low carbon solutions for our clients**





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# A foreword from our Managing Director

I am delighted to introduce PBC's first Environmental, Social, and Governance (ESG) Project Report, which marks an important step in our journey towards creating a more sustainable built environment. As a company at the forefront of the construction and care of real estate, we recognise the profound impact our work has on the environment, communities, and the lives of those around us. This report is a reflection of our commitment to embedding strong ESG principles into every facet of our business and the support we give to our clients.

True leadership extends beyond delivering exceptional projects; it involves taking responsibility for our own environmental footprint, fostering an inclusive and supportive workplace, and maintaining the highest standards of governance in all we do.

This report outlines the progress we have already made, the lessons we have learned, and the goals we have set for the future within our PBC ESG Project. It also serves as a testament to the dedication of our team, whose efforts drive our success in making meaningful, positive changes through our work supporting clients and within our own activities.

We are proud of the strides we have taken so far, but we recognise that this is only the beginning. The challenges ahead are complex, but we are committed to continuous improvement and innovation as we strive to meet our ambitious targets. Our approach is guided by the United Nations Sustainable Development Goals, and we are determined to contribute to the global efforts in tackling the pressing issues of our time.

I invite you to explore this PBC ESG Project report and join us on our ESG journey. Together, we can build a more sustainable and equitable future for all.

*David*

**David Goedecke**  
Managing Director



## **1.0 Executive Summary**

### **1.1 Our first ESG Project Report**

Our first ESG project report marks a significant milestone for PBC, highlighting our commitment to integrating Environmental, Social, and Governance principles into the professional services we provide to our clients. As a leading consultancy in the built environment, we recognise the importance of our role in driving sustainable practices and fostering positive change. This report outlines our achievements, challenges, and strategic initiatives across key areas, including reducing our carbon footprint, promoting a diverse and inclusive workplace, and upholding robust governance standards. In alignment with the United Nations Sustainable Development Goals (SDGs), we are dedicated to continuous improvement and accountability in our ESG efforts. By embedding these principles into our business strategy, we aim to not only meet the evolving expectations of our clients and stakeholders but also to contribute to a more sustainable and equitable future. This report is a reflection of our progress and a roadmap for our ongoing journey in ESG leadership.

## 2.0 Introduction

## 2.0 Introduction

### 2.1 About Us

At Project & Building Consultancy (PBC), we pride ourselves on being leaders in the construction and care of the built environment, offering a comprehensive range of consultancy services tailored to the needs of our clients. As Chartered Surveyors specialising in project management, building surveying, cost management, and technical due diligence, we provide expert guidance to help our clients navigate the complexities of the built environment. Our focus is on delivering high-quality outcomes that drive efficiency, reduce environmental impact, and add value to every project instruction we undertake.

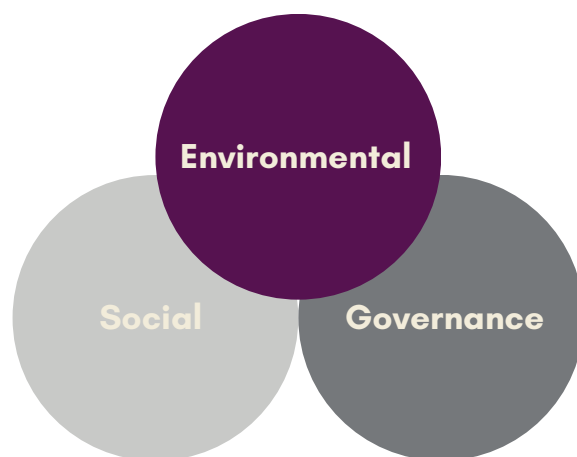
We are committed to excellence, and this commitment is reflected in our industry-recognised certifications, including ISO 9001 for quality management and ISO 14001 for environmental management. Our approach is guided by our core values of integrity, collaboration, and responsibility, ensuring that every project not only meets its technical and commercial goals but also aligns with our broader sustainability and governance objectives. Whether we are working on commercial real estate, infrastructure, or public sector projects, our goal is always to create positive impacts for our clients, the communities we serve, and the environment. We have been Carbon Neutral since 2021 and maintain eco-friendly practices in the office and on-site to minimise our environmental impact, but know that all organisations need to be doing more. Carbon Neutral (inc. offsetting) should be the base point, and Net-Zero the goal.

### 2.2 Our Ambition

Our ambition is to integrate practical and responsible ESG practices into our daily operations, the advice we provide and the projects we deliver. We recognise that as a surveying and project management consultancy, we have a direct impact on the built environment and the communities in which we work. We are making tangible improvements in reducing our own environmental footprint, supporting our people, and maintaining strong governance. We aim to drive real, measurable progress through practical initiatives, such as enhancing energy efficiency on projects, promoting a safe and inclusive workplace, and ensuring ethical and transparent business practices.

### 2.3 Our Vision

Construction and care of the built environment must strike a balance between Environmental, Social, and Governance. We aim to lead the industry by integrating ESG principles into every aspect of our work, from reducing environmental impacts and promoting sustainable building practices to ensuring ethical business conduct and fostering inclusive workplaces. Our vision is to support a sector that not only builds resiliently and efficiently, but also supports the well-being of communities and upholds strong governance standards, contributing to a sustainable future for all.



## 2.4 Carbon Reporting

We have been reporting our carbon footprint since 2021 working alongside Carbon Footprint Limited. Our current reporting scope includes:

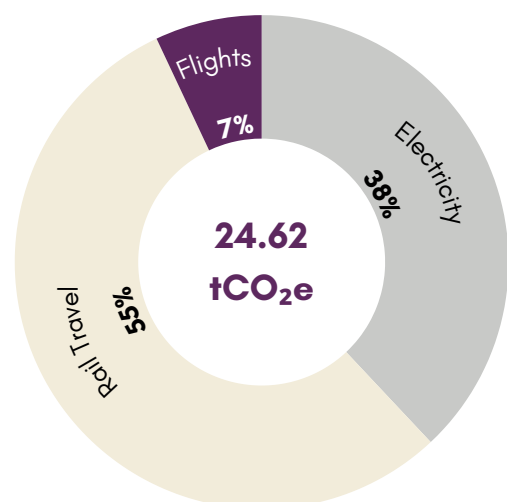
- Electricity Consumption (Scope 2)
- Rail Travel (Scope 3)
- Air Travel (Scope 3)

We do not own or lease any company vehicles, nor do we utilise gas at our offices. Therefore, we have no reported Scope 1 emissions to date. Reporting on electricity consumption, rail travel, and air travel has been a valuable starting point in understanding and managing our carbon emissions. However, we recognise the importance of expanding our carbon reporting to include a broader scope, particularly embodied carbon in the projects we work on. As we continue to refine our sustainability approach, we are committed to enhancing the comprehensiveness of our carbon footprint assessments. This will enable us to capture a more complete picture of our environmental impact and drive more effective strategies for reducing emissions across all aspects of our operations.

Our carbon footprint for 2023 was 24.6 tonnes CO<sub>2</sub>e. During this reporting period, we had 36 employees, providing a carbon intensity metric of 0.7tCO<sub>2</sub>e per employee. As we increase our carbon reporting scopes to include for more information, we anticipate that, initially, this figure will increase and we may need to adjust our base year. However, in line with our Net Zero target, we expect this figure to have reduced significantly by 2030.



The graph to the right shows a breakdown of our emissions. Rail Travel is the highest contributor, at 55% of our total emissions; this is a result of our use of public transport to and from site-visits and projects. Electricity consumption at our office then makes up 38%; this also includes Distribution and Transmission Losses. We will continue to only occupy all-electric spaces to ensure we benefit from the on-going decarbonisation of the UK's grid. Our final 7% is from air-travel, we avoid this where we can, but in some instances, air-travel cannot be avoided.



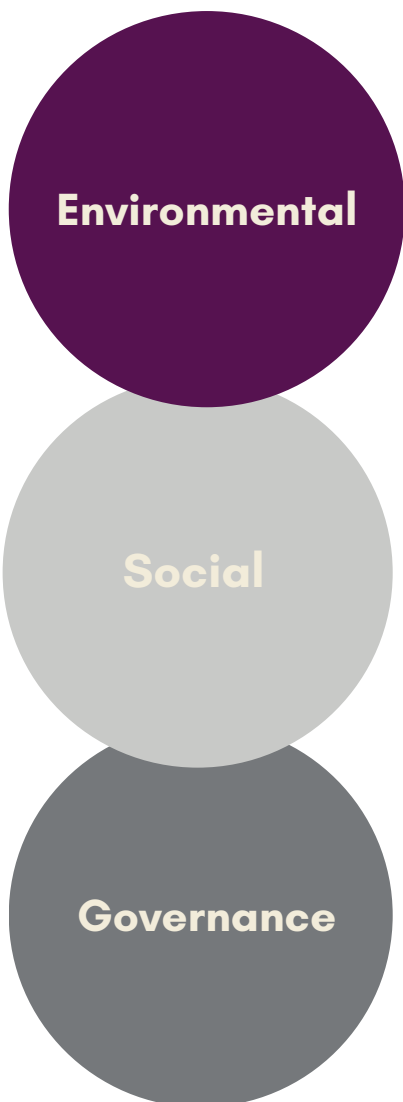
## 2.5 Carbon Offsetting

We currently offset our annual emissions through a Global Portfolio of Verified Carbon Reduction Projects, certified by Carbon Footprint Limited. We will continue to offset our emissions each year until such point that Net-Zero is achieved.



## 2.6 Existing ESG Structure and Policies

Currently, we have a series of policies and documents in place that form our ESG Project Report. This document aims to encompass these and set us on a more sustainable path by providing a clear understanding of what we are doing now, and what we hope to do in future. Our ESG framework is comprised of the following documents, across our pillars of Environmental, Social and Governance:



Our ISO 14001:2015 Certification is central, providing a structured approach to managing environmental responsibilities through our Environmental Management System. This is supported by the Environmental Manual, which details our procedures for assessing environmental impacts, managing resources efficiently, and mitigating pollution risks. We work with several BREEAM and NABERS assessors to embed sustainability in our projects.

Our focus on people and community is guided by our Equality, Diversity, and Inclusion Project Report, which outlines our commitment to fostering a diverse and respectful workplace. The Corporate Social Responsibility (CSR) Report further defines our approach to social value, including our support for local communities, charitable initiatives, and responsible business practices. The Employee Handbook covers our employment standards, health and safety protocols, and professional expectations, ensuring a supportive and fair work environment for all staff.

Our ISO 9001:2015 Certification reinforces our commitment to quality management and continuous improvement across our services. Our governance structure is bolstered by policies such as the Anti-Bribery Policy, which sets clear standards for ethical conduct, and our procurement practices, which emphasise transparency and fairness in supplier engagements. Together, these documents ensure that PBC operates with integrity, accountability, and in compliance with all relevant legal and regulatory standards.

## **3.0 Targets and Principles**

## 3.0 Targets and Principles

### 3.1 ESG Mission Statement

Underpinned by our vision of what the built environment and the construction industry should look like, our mission is to lead the sector towards a sustainable and responsible future. We are committed to delivering excellence through innovative and ethical practices, reducing our environmental footprint, and enhancing the wellbeing of our employees and communities. By fostering strong governance and prioritising the balance between people, planet, and prosperity, we strive to create lasting value for our clients and society.

### 3.2 Our Environmental Ambition

We have set a target to be a Net Zero Carbon business across Scopes 1 and 2 by 2030, and across all scopes by 2050 in line with the 1.5 degree science-based pathway. A key focus for us will be to increase our carbon reporting scopes and develop a procurement guide, so that the materials we use in our projects are as low-carbon and sustainable as feasible.

### 3.3 Targets and Metrics

Over the course of the next year we will be working to define KPIs to measure the performance of our business across the three pillars of ESG. This will include implementing methods to track our progress and keep our staff informed on how we are doing. We are just getting started, and this report sets out what we've achieved so far and where we hope to get to.



### 3.4 Framework

PBC aligns its efforts with the United Nations Sustainable Development Goals (SDGs), which provide a framework for building a more sustainable and equitable future. Our strategy supports these global goals by focusing on reducing our environmental impact, promoting inclusivity, and upholding strong governance. We have identified the following SDG's (overleaf) as core target areas where we can have the greatest impact.

We will, of course, aim to comply with all SDG's. However, we feel it is important to recognise our limitations. As a company working in the build environment sector, it would be unrealistic to presume that we can have a significant impact on the goals outside of our scopes of work. Instead, we've highlighted some of the goals that we know we can make a positive contribution towards every day.



### 3.4 Sustainable Development Goals

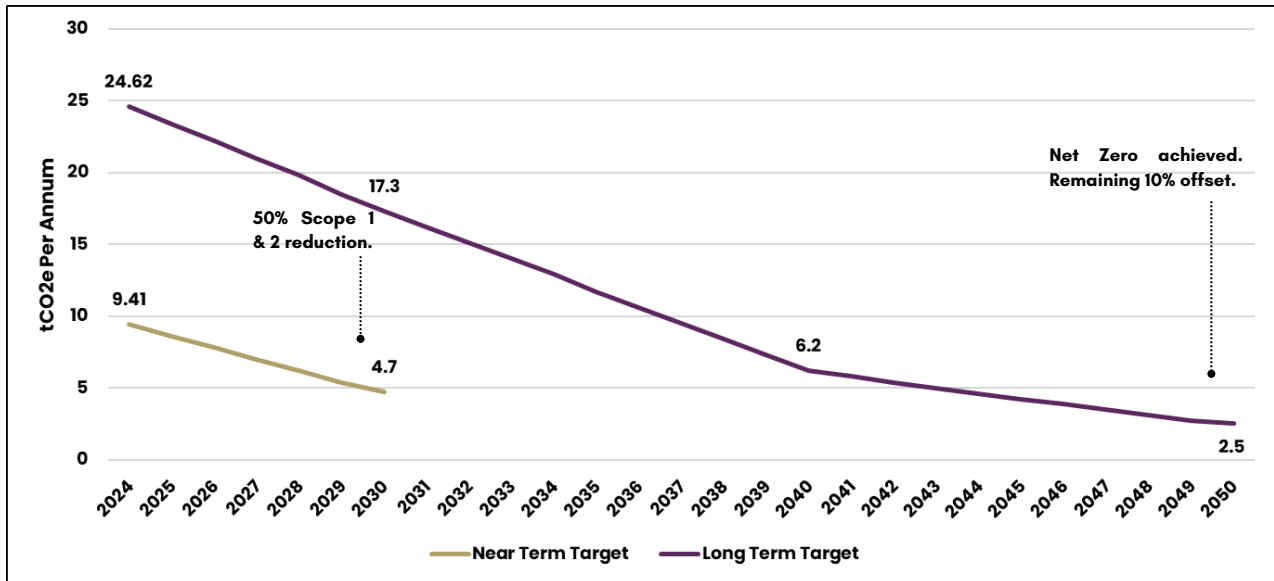
UN SDG	PBC Integration
<b>7</b> AFFORDABLE AND CLEAN ENERGY 	Our commitment to sustainability includes a strong focus on promoting energy efficiency and the use of renewable energy sources in our projects. We align with SDG 7 by aiming to reduce our carbon footprint through the implementation of energy-efficient solutions, such as LED lighting, energy management systems, and the integration of renewable energy technologies like solar panels wherever feasible. Our goal is to achieve a significant reduction in energy consumption across our operations and projects, as well as to support our clients in their journey towards more sustainable energy use across their assets.
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	We are dedicated to fostering a workplace environment that promotes decent work conditions, fair wages, and equal opportunities for all employees. Our business practices are built on a foundation of ethical standards and a commitment to diversity and inclusion, as outlined in our Equality, Diversity, and Inclusion Project Report. We align with SDG 8 by creating a supportive and inclusive workplace where every team member is encouraged to reach their full potential. Our approach includes providing ongoing training and development opportunities, ensuring health and safety standards are met, and promoting work-life balance.
<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	PBC is committed to advancing infrastructure development and refurbishment, fostering innovation. Our alignment with SDG 9 is evident in our efforts to incorporate resilient and eco-friendly designs in our projects, leveraging the latest technological advancements to improve efficiency and reduce environmental impact. We prioritise the use of sustainable materials, innovative construction techniques, and smart building solutions to enhance the performance and sustainability of the infrastructure we develop. Our staff are trained in innovative strategies and we have a robust CPD programme in place, to ensure that we remain informed as to the latest advancements.
<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 	We align with SDG 11 by focusing on driving design, development and operation of buildings within communities that are inclusive, safe, and sustainable. Our approach includes integrating green spaces, enhancing energy efficiency, and improving the overall environmental performance of urban developments. We work closely with stakeholders to ensure our projects meet the needs of the communities they serve, prioritising accessibility and resilience against environmental and social challenges.
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	Our strategies include promoting the use of recycled and circular materials, implementing waste reduction initiatives, and optimising resource efficiency in every aspect of our business. By encouraging responsible consumption and production patterns, we aim to lead by example and support our clients and partners in their own sustainability journeys, fostering a circular economy. We promote Whole Life Carbon Assessments on all of our projects and advise our clients on the importance of securing an understanding of the baseline, so that appropriate improvements can be made at early stages.
<b>13</b> CLIMATE ACTION 	PBC is committed to tackling climate change. We've taken steps like achieving ISO 14001:2015 certification for our environmental management and working to cut down on waste, energy use, and carbon emissions. Plus, we're offsetting our carbon footprint by supporting projects that reduce emissions globally, including offsetting 26 tonnes of CO2 in 2024. We're continuously looking for ways to lessen our impact on the planet and contribute to a more sustainable future.

## 4.0 Environmental

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### 4.1 Carbon Reduction

Our commitment to achieve net-zero across Scopes 1 and 2 by 2030 (our near-term target) and net-zero across all scopes by 2050 will facilitate significant positive change to our operations and decision making. Scopes 1 and 2 are more controllable, and will be largely influenced by the management team responsible for strategic business decisions. To reduce Scope 3, we will need to encourage organisational wide buy-in from our team, contractors, sub-contractors and supply chain.



### 4.2 Scopes Currently Included in our Carbon Report

Scope	Activity	How we currently collect data
Scope 2	Electricity Usage	We have been using the CIBSE benchmarking tool to estimate office energy consumption.
Scope 3	Rail and Tube Travel	Staff surveys are conducted annually to identify how often journeys are made and the distance covered by staff by rail for business purposes.
Scope 3	Air Travel	We record all business flights conducted, together with number of passengers, as well as departure and destination air ports to record total mileage covered by plane for each reporting period

### 4.3 How we intend to improve our Carbon Reporting

To obtain a more accurate baseline carbon figure across our operation, we recognise that we need to increase our organisational reporting boundaries to capture more data. The scopes we propose to include are detailed below, together with how we propose to record this data, and the actions we will take.

Additional / Enhanced Scopes	Activity	How this will improve our accuracy
Scope 1	Fugitive Emissions	We will install refrigerant leakage systems on our URF systems that provide space heating and cooling within our control, so that we can monitor and minimise refrigerant leakage.
Scope 2	Electricity	We intend to install sub-meters to our office so that we can accurately record exact kWh usage from our offices and move away from CIBSE benchmark data.
Scope 3	Employee Commute	We will conduct annual staff surveys to identify all modes of transport and distance covered by staff for commute to site and office locations.
Scope 3	Office Waste	We will record the weight of our office recycling and general waste.
Scope 3	Site Waste	We will require projects under our control to produce waste reports to identify quantities of waste and how the waste is processed. We will start to include this data in our carbon reporting.
Scope 3	Distribution and Transmission	By accurately recording our electricity consumption, we will be able to better calculate the distribution and transmission losses associated with our energy use.
Scope 3	Water	We will take meter readings each quarter to understand how much water we use. We will then be able to calculate the associated carbon emissions.
Scope 3	Embodied Carbon	We will require projects under our control to provide material usage sheets, that will enable site staff to document materials purchased for each project. We will record this on a central database, and use RICS Whole Life Carbon methodology and Environmental Product Declarations to calculate the associated upfront embodied carbon (A1-A5) emissions of the materials we use.
Scope 3	Purchased Goods and Services	This category will need to take a phased approach to improve. In the first instance, we will reach out to suppliers where we spend the most money and ask them to provide the quantity of associated carbon activity we are responsible for through our purchasing decisions.

## 4.4 Base Year Implications

We currently utilise 2021 as our base year for recording carbon reductions. With the revised reporting scope, we envision our carbon footprint will increase, before we are able to enact change to decrease it. With this in mind, we may need to revisit our base year when we have the updated results and use 2024 as our new base year for setting science based targets. For the purpose of this document, we have utilised our existing carbon data to inform our carbon reduction plan.

## 4.5 Carbon Reduction Targets and Plan

To achieve our desired carbon reduction, based on our existing reporting metrics, we have identified the following measures that could be implemented.

Office Energy Reduction	
Action	Result
<b>Renewable Energy Tariff</b>	Moving to a renewable energy tariff will reduce our market-based Scope 2 emissions to Zero tCO <sub>2</sub> e per annum.
<b>Refrigerant Leakage Detection</b>	Enabling accurate monitoring of refrigerant leakage, to minimise leakages whilst prolonging the life-span of our HVAC systems.
<b>Low Energy Lighting</b>	Installing Photo Infrared (PIR) motion sensors and low energy lighting will reduce our annual energy consumption.
<b>Smart Strips</b>	Installing smart strips will reduce standby energy consumption for office appliances.
<b>Office Location</b>	We will review feasibility of moving to a more sustainable, low-energy office with a higher EPC score, supporting in reducing energy demand.
<b>Solar PV</b>	We will enquire with our landlord as to the feasibility of installing Solar Photovoltaic Panels to the roof of our building to generate renewable energy on-site.
<b>Behavioural Change</b>	We will conduct a series of workshops with our team to increase awareness of the importance of reducing their energy consumption, both in the office and at home.
<b>Procurement Guide</b>	We will develop an office procurement guide to ensure any appliances or equipment purchased for the office have a high energy efficiency rating.
<b>Professional Training</b>	We will deliver regular CPD training to our staff, with a focus on ESG & Sustainability. This is a process that has already started, and we commit to maintaining and diversifying the topics as part of a continual upskilling process.

Staff Engagement	
Action	Result
<b>Sustainable Travel Incentives</b>	We will conduct staff surveys to identify means of incentivising business travel and commuting by active transport or public transport to reduce dependence on Internal Combustion Engine (ICE) travel.
<b>Salary Sacrifice Scheme</b>	By offering employees the option to purchase an electric car through the salary sacrifice scheme, we hope to see an increase in travel by electric vehicle.
<b>Waste Awareness</b>	Increase facilities to promote recycling and awareness of the importance of reducing waste.
<b>Sustainability Committee</b>	Develop an in-house sustainability committee to conduct evaluation of office performance.





Action	Result
<b>Training</b>	Increase awareness of contractors of sustainability and encourage sustainability champions for each site.
<b>Material Procurement Guide</b>	Develop a procurement guide to be used on projects that mandates low carbon, durable materials are used in place of traditional alternatives.
<b>Sustainable Travel</b>	Liaise with site teams to identify means of increasing travel to site via sustainable options.
<b>Supply Charter</b>	Engaging our supply chain and reviewing the sustainability credentials of our suppliers and sub-contractors. Spend-focused decision making will be informed by past sustainability performance and willingness to implement sustainable solutions.
<b>Client Advisory Notes</b>	Produce advisory notes for clients that identify potential routes to increase the sustainability of their assets and projects.
<b>Certification</b>	Increase support to achieve our offering in terms of in house certification options for clients. We will seek to upskill staff to provide BREEAM and NABERS accreditations for their projects.

## 4.6 Time Scales for Implementation

Over the course of the next year, we will conduct internal reviews of the feasibility of implementation and time frames of the above listed measures. Our reduction plan is not frozen, and we would welcome any feedback or additional ideas that could be included. We are also aware that as technologies evolve, some options may become unsuitable.

## 4.7 Expectations of our suppliers

As we make this journey to becoming a more sustainable organisation, external consultants and contractors will be integral in helping us achieve our ambition. We will be implementing a supply charter that will ensure the organisations we employ share our values. This will include reviewing whether these organisations either currently, or plan to, record their carbon emissions, share the same ISO accreditations, and whether or not they have their own sustainable procurement documents in place. In order for us to reduce our Scope 3 emissions, it is imperative that we are working with likeminded businesses.



## 4.8 Climate Change Mitigation and Adaptation

We are aware of the risks that climate change poses to the built environment and its occupants. We will endeavour to reduce our water consumption, increase biodiversity and urban greening and promote passive cooling measures wherever feasible on future projects through advising our clients on the benefits associated with these measures.



### Water Conservation

We will aim to reduce water consumption on our projects through recommendations of water-saving technology such as low-flow appliances, rainwater harvesting and grey water recycling.



### Biodiversity and Urban Greening

Promoting green-infrastructure has several benefits; it can reduce surface water run-off, provide passive cooling and reduce the urban heat island effect. All of these benefits also provide an increase in biodiversity.



### Overheating

In light of the warmer temperatures being encountered, our building stock needs to adapt. This adaptation should not increase energy demand, and so passive measures have to be prioritised. We will promote passive cooling solutions on projects to ensure the thermal comfort of occupants as our climate continues to change. This needs to happen from project inception, through clear briefing processes and through a holistic analysis as to site opportunities, constraints, local climate, building orientation, and so on.

## 4.9 Environmental Success Stories: Case Studies

We are proud to have worked on and informed the design of several sustainable projects. We hope that as we make this push for a more sustainable built environment, we have the opportunity to increase our list of case studies and work with likeminded clients.

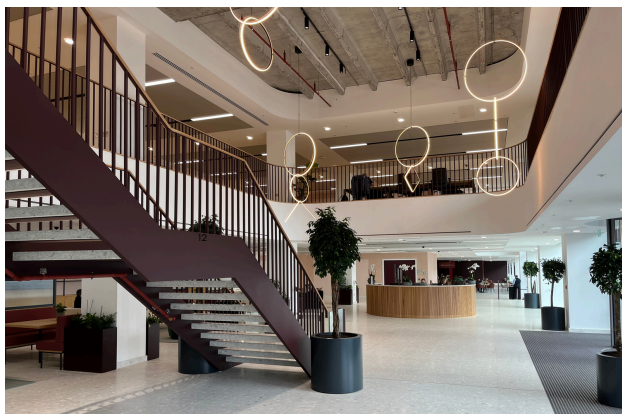
### The Artesian, 9 Prescott Street, London E1

A delicate CAT A refurbishment of a 92,500 sq. ft (NIA) building in Prescott Street, Whitechapel, with original Art Deco Interior features from the 1930s. The high-standard office space is arranged over eight floors with many ESG-related enhancements, including **BREEAM Excellent, WiredScore Platinum, CycleScore Platinum and an EPC B Rating.**



### Rose Court, London, SE1

A commercial office space CAT A and CAT B fit-out of 240,000 sq. ft. spread over 12 floors for a leading Global Media Company as part of their co-location project across EMEA. The project's sustainability targets were achieved, including **BREEAM Excellent** and **EPC B rating**. **LED light fittings** with photoelectric dimming controls, **Photovoltaic Array**, extensive cycle stores, showers, lockers and other end-of-journey facilities, a new BMS with full building energy-monitoring, **high-efficiency VRF Heating, Ventilation and Air Conditioning systems installed**, and externally, the property benefitted from **green roofs**. New curtain walling was added to the building façade with excellent air permeability results.



## 405 Kennington Road, London, SE11

A Cat A office refurbishment and Cat B fit-out in Southeast London with the specific requirement of a SKA assessment 'Gold' rating, which was achieved.



## Falcon Centre, Milton Keynes

A 50,000 sq. ft. industrial unit with ancillary office space. The works included a full strip down and comprehensive refurbishment for the building to be remarketed to a premium client. Improving the ESG credentials of the building was a key requirement of the project, so new double-glazed windows were installed, the gas boiler was replaced with an air source heat pump, LED lighting was added in the warehouse, and 5 electric vehicle charging points were fitted. Solar panels were also installed on the roof with an estimated annual generation of 25,660 kWh.



## 5.0 Social

## 5.0 Social

### 5.1 Making a Positive Impact

Business can be a force for good. PBC are proud to support and donate to a number of charities that are selected by our colleagues. Our charitable giving includes corporate cash contributions, in-kind donations, the value of employee time, and employee contributions. At the beginning of each fiscal year, the PBC Board agrees an amount to be donated to national charitable actions. Some of the charities we work with are on page 25. Recently, we have supported our staff in participating in events like the Land Aid 5K , 10K races and St Mungo's to help people who are homeless or at risk of homelessness.

We promote participation in volunteering opportunities by our employees and encourage them to volunteer for activities in the local community. To facilitate this, we offer personal volunteering opportunities for employees to help the charities that they believe in.



### 5.2 Ensuring Employee Wellbeing

We are committed to ensuring the wellbeing of our employees through a comprehensive approach that includes both health and safety measures and mental health support. Our Health and Safety Policy, detailed in our Employee Handbook, sets clear guidelines and responsibilities for maintaining a secure workplace. This includes regular risk assessments, safety checks, and the provision of necessary training and personal protective equipment to ensure compliance with relevant health and safety legislation. We encourage all employees to participate in these safety practices, reflecting our proactive stance on preventing workplace incidents and promoting a culture of safety.

In addition to physical safety, we recognise the importance of mental health in the workplace. We have implemented a Mental Health First Aider programme, providing our employees with access to trained individuals who can offer immediate support and guidance. These Mental Health First Aiders are equipped to identify early signs of mental health issues, provide initial assistance, and direct employees to further support if needed. This initiative is part of our broader commitment to fostering an environment where mental wellbeing is taken seriously and where employees feel supported.

Our emphasis on both physical and mental health is further reinforced by our wellbeing initiatives, which include promoting work-life balance, offering flexible working arrangements, and encouraging employees to engage in activities that enhance their overall wellbeing. We ensure that wellbeing is integrated into our daily operations, reflecting our commitment to supporting our workforce comprehensively. By prioritising both health and safety and mental wellbeing, we aim to create a positive and resilient workplace environment.

### 5.3 Training Tomorrow's Generation

We are focused on creating opportunities for young people through our work experience and apprenticeship programmes. Each year, we offer work experience placements to students through our clients, supply partners, and education institutions, providing valuable insights into the industry and helping young people develop essential skills.

In addition, we actively support apprenticeship programmes that allow individuals to gain hands-on experience while working towards recognised qualifications. These apprenticeships are designed to open doors for young people who may not have had access to traditional educational pathways, offering them a valuable start in their careers. By engaging with young people from a range of backgrounds, including those who are underprivileged, we aim to make a positive impact on our community and build a more inclusive and representative workforce for the future. Our commitment to these initiatives reflects our broader goal of fostering an environment where everyone has the chance to succeed, regardless of their background.

### 5.4 Equality Diversity and Inclusion

PBC is on a journey to build a culture where everyone feels valued, rewarded and proud to be part of the business. A key component of this is ensuring every individual is treated equitably and with respect, giving a commitment to equal treatment and opportunities for all, and providing a working environment within which diversity comes together with a culture and business that are greater than the sum of their parts.

Our Equity, Diversity and Inclusion (EDI) Report has been prepared by a working party including the EDI Committee, the PBC Board and the firm's HR advisors. The working committee was composed in order to receive and include the views of colleagues, set down the cultural aspirations of the management and to ensure regulatory matters are laid down clearly. The report from its inception therefore reflects the Equity, Diversity and Inclusion ideals that flow through the business.

We are dedicated to promoting equality, diversity, and inclusion throughout PBC, ensuring that all individuals are treated fairly and valued regardless of their background or characteristics. Our report explicitly prohibits unlawful discrimination based on age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, in line with the Equality Act 2010. We strive to create a working environment free from bullying, harassment, and victimisation, where every employee feels respected and can contribute to their fullest potential. To support this, we provide training on equality and diversity to all staff, and we take complaints of discrimination seriously, handling them promptly through our established grievance procedures.

We are also committed to ensuring our recruitment and employment practices are non-discriminatory and aim to create opportunities for training, development, and career progression for all employees. We monitor the diversity of our workforce to ensure we are meeting our goals and to identify areas for improvement, regularly reviewing our policies to adapt to changing legislation and best practices. This approach ensures that decisions about recruitment, pay, promotions, and other employment conditions are based solely on merit and not influenced by bias.

## 5.5 National Living Wage

At PBC, we are proud to be a National Living Wage employer, ensuring that all our employees receive fair pay that reflects the true cost of living. By paying a fair wage, we not only support our staff's financial wellbeing, but also demonstrate our commitment to valuing and investing in our people. Paying the National Living Wage helps our employees feel more secure and appreciated, allowing them to focus on their roles without the stress of financial strain. This commitment supports higher job satisfaction, better productivity, and overall wellbeing, as our staff can manage their expenses more comfortably. By upholding this standard, we aim to attract and retain talented individuals who are motivated and dedicated, knowing that their hard work is recognised and fairly compensated.



## 5.6 Community Engagement and Social Responsibility

PBC is committed to social responsibility by prioritising local hiring and supporting small businesses within the communities we operate. We actively seek to engage with local talent, providing job opportunities that contribute to the local economy and help reduce unemployment. By sourcing locally, we not only strengthen our ties within the community but also reduce our environmental impact through decreased travel and transportation needs. Additionally, we work closely with small businesses and local suppliers, favouring them in our procurement processes wherever possible.





## **6.0 Governance**

## 6.0 Governance

### 6.1 Corporate Governance

PBC upholds strong corporate governance standards, emphasising integrity, transparency, and accountability in all aspects of our operations. Our governance framework is guided by key policies, including the Anti-Bribery and Corruption Policy, which strictly prohibits any form of bribery or corrupt practices. This policy outlines procedures for reporting and handling potential incidents, ensuring compliance and protecting the company's integrity. Additionally, our commitment to ethical conduct extends to our supply chain, where we enforce the principles of the Modern Slavery Act to ensure that slavery and human trafficking have no place in our business or among our suppliers.

### 6.2 Risk Management

Companies operating in the built environment face a range of ESG risks that require careful management. Environmental risks include the impact of construction activities on carbon emissions, Net Zero Stranding Risk, waste generation, and resource consumption. Social risks involve ensuring the health and safety of workers, addressing community concerns, and promoting diversity and inclusion within the workforce. Governance risks include maintaining compliance with evolving regulations, managing stakeholder expectations, and preventing unethical practices such as bribery and corruption. As the industry continues to evolve, the pressure to adopt sustainable building practices and improve the resilience of assets against climate change is increasing, making it crucial for companies to integrate ESG considerations into their risk management strategies.



Risk management at PBC involves identifying, assessing, and mitigating risks, including those related to environmental, social, and governance (ESG) factors. Our Board of Directors oversees these processes, ensuring that all risks are managed in alignment with our strategic objectives. We conduct regular reviews of our risk management framework to address emerging challenges and incorporate best practices. This approach is supported by our ISO 14001:2015 certification, which guides our environmental risk management and continuous improvement in environmental performance.

### 6.3 Transparency and Reporting

Transparency is a core value at PBC, reflected in our commitment to open and honest communication with all stakeholders. We maintain a Whistleblowing Policy that provides a secure and confidential channel for employees and other stakeholders to report concerns about malpractice or unethical behaviour without fear of reprisal. This policy helps us uphold high standards of accountability and transparency throughout our organisation. Additionally, from hereon in, we are committed to annual reporting practices to ensure that stakeholders are kept informed of our ESG performance and progress towards our sustainability goals.

## 6.4 Future Improvements to our Governance

Looking ahead, PBC is committed to continuously improving our governance practices. We plan to enhance our stakeholder engagement processes by implementing more structured feedback mechanisms to better capture and address stakeholder concerns and expectations. We will also explore opportunities to further integrate ESG considerations into our decision-making processes at all levels of the organisation, ensuring that our governance framework evolves in line with best practices and stakeholder expectations. Additionally, we aim to strengthen our board oversight by increasing training on emerging ESG risks and governance trends to ensure that our leadership is equipped to navigate the evolving landscape of corporate governance.

## 6.5 Setting and Reviewing ESG Objectives

As part of our commitment to continuous improvement, we are in the process of investigating and developing specific ESG Key Performance Indicators (KPIs) to better measure and manage our impact. Our approach will involve setting clear, measurable objectives across all areas of ESG, including environmental performance, social responsibility, and governance standards. We will begin by conducting a thorough review of our current operations to identify key areas where we can drive meaningful improvements. From this review, we will establish baseline metrics and set ambitious yet achievable targets that align with our overall ESG strategy. These targets will be regularly reviewed and adjusted as needed to reflect changes in the business environment or stakeholder expectations.

## 6.6 Monitoring and Evaluation

To ensure that we are making progress towards our ESG goals, we will implement monitoring and evaluation mechanisms. This will include regular data collection and analysis, allowing us to track our performance against established KPIs. We plan to integrate this process into our existing management systems, ensuring that ESG performance is reviewed alongside other business metrics. Regular progress reports will be shared with senior management and our Board of Directors to maintain accountability and drive ongoing improvements. In addition, we will seek feedback from our stakeholders, including clients, employees, and suppliers, to refine our approach and ensure that our ESG efforts remain relevant and effective. By benchmarking our performance against industry standards and learning from best practices, we aim to develop a transparent and comprehensive ESG monitoring framework that supports our commitment to sustainability and responsible business practices.

## Thank You

We would like to extend our sincere thanks to everyone who has taken the time to engage with our ESG project report. Your feedback is invaluable to us, and we welcome any comments or suggestions on how we can further improve our approach to sustainability, social responsibility, and governance. We look forward to continuing to work with our clients, partners, and stakeholders as we strive to build a more sustainable and responsible future together. Thank you for your support, and we are excited to collaborate with you on this important journey.