ESG Annual Report

2025

Empowering growth.

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Operating since 1949



Independently owned & operated



2,000+ staff globally



200 staff in UK



75+ offices worldwide



11 UK offices nationwide

Introduction – Our Processes

WT delivers expert advice and consultancy services to the construction industry. This includes but is not limited to the following services:

- Quantity Surveying
- Project Management / Employer's Agent Services
- Facilities Management Consultancy Services
- Health & Safety Consultancy, including Principal Designer Services
- Risk and Value Management
- Technical Due Diligence Consultancy Services
- Life Cycle Costing Consultancy Services
- Expert Witness Consultancy Services Valuation Consultancy Services



As an independent construction consultancy company solely owned by our Employees, our integrity underpins everything we do, we aim to always set and maintain the highest standards of corporate citizenship.

Environmental, Social and Corporate Governance (ESG), is at the forefront of how we convey this and is integral to our business. To deliver on our ESG strategy we have an internal ESG Group drawn from across our business. These highly motivated and committed professionals are empowered to implement and direct change and report directly to our Executive Management Team. Our commitment comes from the top and is cascaded down to all employees via regular training and continued professional development opportunities.

We recognise that our business does not have as many direct environmental consequences as, for example, the manufacturing sector, but the projects we work on can provide significant environmental and social benefit and it is part of our professional roles to optimise these benefits.

We are committed to optimising our positive contribution to the environment and the communities we work in and believe this is supported by us showing leadership in thought and example. We are constantly evolving the way we operate as a business and will continue to do so to ensure that we stay at the forefront of our profession. To keep our approach in step we have and will continue to review it quarterly and reporting annually.

Every member of our team has at least one personal objective relating to ESG initiatives to enable us to continually improve and evolve our ESG performance.

In this annual update we use the subdivisions of Environmental, Social (Our Team and Our Communities) and Governance to demonstrate our current activities and new initiatives to promote sustainable value in everything we do.

Environmental

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Our Philosophy

We understand that our operations have a local, regional, and potentially global impact. We support sustainability in two ways, firstly as part of our provision of advice and consultancy services to the construction and property industry where we promote the use of sustainable solutions, and secondly as part of our own business operation. We are committed to protecting the environment and promoting the conservation of natural resources, preventing environmental pollution, and continuously improving our environmental performance.

We have identified our own organisation's direct impacts predominantly as being business related travel and commuting/homeworking. Environmental regulations, laws, and codes of practice are the minimum standard to be achieved, and we actively work towards exceeding these standards. We review our environmental compliance on an on-going basis and ensure that our processes and procedures are updated to account for the latest requirements. Our Environmental Management System ensures that we take account of our environmental impact and operate in an environmentally responsible way, minimising waste and recycling as much as possible.

To improve our environmental performance, we measure our significant impacts and perform regular audits to ensure we achieve continual improvement. We raise awareness of this policy through guidelines for suppliers and interested parties, internal communications, and staff training, and ensure it is regularly reviewed and updated.

ISO14001:2015 forms the basis of WT's Environmental Management System and is a core component of WT's Business Management System. This is recognised and supported by our Executive Management Team and staff who in turn are collectively committed to the continual improvement of our environmental performance.

WT have achieved 3rd party verification of our GHG emissions in accordance with ISO 14064-1 and GHG Protocol. This demonstrates our commitment to key stakeholders and progress towards net zero emissions by verifying the accuracy, completeness, reliability and impartiality of our carbon emissions data.





The Smith, London



MidKent College, Gillingham



ITL Building, London



HMP Millsike, Yorkshire

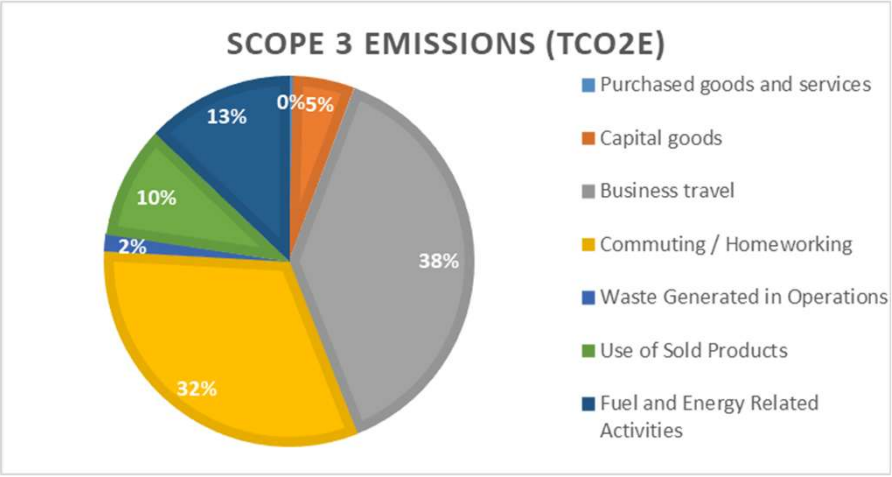
WT Carbon Emissions

WT continue to provide accountability, transparency, and commitment to robust environmental reporting.

WT have prepared an updated GHG Inventory Report in accordance with recognized standards including ISO 14064 and the GHG Protocol covering Scope 1, 2 and 3 emissions. The methodologies used to collect and assess the emissions data varied throughout the inventory. The primary methodology was multiplying GHG activity data by the relevant GHG emission factors from the Government's published Greenhouse Gas Conversion Factors document.

The total carbon footprint for WT Partnership for the period 1st October 2024 to 30th September 2025 under the location-based approach was 434.85 tCO2e.

Emissions Source	Emissions (tCO^2e)	% of Scope Emission
Scope 1	0.22	**0.05%**
Scope 2	6.16	**1.42%**
Scope 3	428.47	**98.53%**
Totals	434.85	**100%**



The majority of these emissions were associated with WT Partnership's Scope 3 emissions with business travel being the primary contributor, responsible for 38.26% of total Scope 3 emissions, generating 163.93 tCO2e. The second highest source of emissions was from commuting / homeworking (136.45 tCO2e or 31.85%). The third highest source of emissions was from fuel and energy related activities (55.13 tCO2e or 12.87%).

Whilst significant improvements have been made in terms of collecting and analysing the carbon emissions arising from WT operational activities from previous years, there is still great room for improvement, particularly the data collection and obtaining engagement from the relevant parties.

WT Carbon Base Data Re-Evaluation

WT continued to develop their understanding and knowledge of the carbon data collection, analysis and reporting and compliance with the relevant standards and guidance. Together with a 3rd party verification process, this has provided a greater accuracy in understanding the WT carbon footprint, and lessons learnt against previous calculations and baseline data.

Additional sources of capital goods, waste generated in operations, use of sold products, water use, and fuel and energy related activities have now been captured within the WT carbon footprint calculations.

To provide an updated and comparable baseline, the additional carbon emission sources have been included using the relevant current figures. This provides a truer carbon footprint value for the baseline data (2023) and previous reporting year (2024) and more comparable figures to monitor against current and future carbon emissions.

Emissions Source	2023 Base Year Emissions (tCO^2e)	2024 Year Emissions (tCO^2e)	2025 Year Emissions (tCO^2e)
Scope 1	0.00	0.00	**0.22**
Scope 2	12.91	11.35	**6.16**
Scope 3	408.69	457.92	**428.47**
Totals	**421.60**	**469.27**	**434.85**

Third Party Verification

Our greenhouse gas emissions data has undergone independent third-party assessment in accordance with the internationally recognised standard ISO 14064-1. This verification process involved a detailed review of our emissions inventory, methodologies, and supporting evidence to ensure alignment with ISO 14064-1 principles.

In today's climate-conscious landscape, the importance of verified data cannot be overstated. Stakeholders - from investors and regulators to customers and procurement teams - are increasingly demanding credible, traceable, and standardised emissions disclosures.

WTs successful verification provides assurance that our organisation's data meets these expectations, helping to build trust, support ESG commitments, and strengthen our reputation in sustainability communications.

Embodied Carbon Assessment Tool

In the face of an escalating climate crisis, the built environment has become a focal point for reducing global carbon emissions and the pathway to net zero. Ensuring WT has the correct skills and tools to support our clients in meeting these goals is vital and aligns with our previous and current Business Objectives.

Embodied carbon will be responsible for almost half of new construction emissions between now and 2050, forming such a significant part of whole life carbon emissions. Therefore, being able to evaluate this is critical both to reduce emissions and to aid decision making, and as a result, the ESG group have developed a new service offering based around calculating embodied carbon.

A WT Embodied Carbon Calculator working group has been established to develop the service utilising the market leading carbon calculating software eTools by Cerclos. The core group of WT staff have undertaken extensive training with Cerclos and have developed the necessary skills and knowledge to undertake carbon assessments.

WT have developed the embodied carbon assessment service to provide a transparent, repeatable, and sector-specific approach to carbon estimating, aligned closely with established cost-planning methodologies or a bill of quantities. The tool has been conceived to support informed decision-making at early design stages while retaining the ability to evolve as design detail develops. A particular focus has been placed on aligning carbon assessment with how projects are costed, specified, and delivered in practice. This alignment enables direct comparison between capital cost and embodied carbon, providing a clear and consistent basis for early-stage optioneering and benchmarking.

Utilising eTools brings several benefits such as accreditation for BREEAM, access to a wide range of materials databases to enable accurate calculations, and a specialist certification process for each assessment by eTool, to provide additional assurance to our clients as to the validity of our work.



Social

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Team Update


3
Colleagues Completed their QS degrees
16
Apprentices
5
Colleagues Obtained their NEC 4 Qualification
3
Colleagues obtained their MRICS
32
New Starters
Gold
Investors in People Award
9
Week work experience placements provided
29
New Promotions

Social Value



In 2021, we embarked upon a journey to recognise, record and enhance our social value impact for our people, industry, clients and the communities we work and live within.

In 2025 we have continued to measure our performance on a national scale and recorded almost 2,600 hours of social value activity at a total social value cost of over £1.73m, which includes over £30,000, raised by staff and/or donated by the company supporting social value activities, which significantly surpasses our 2024 social value target of £125,000. The substantial increase in social value cost has been generated by formally adopting and recording all our Social Value activity in line with the National TOMS framework including proxy value application for staff hired and retained to fulfil WT contracts, employment of local disabled employee's and apprentice employment.

Beyond our overall social value measure, we have looked to engage with clients in causes they support to ensure that we feed back into the local communities that we work within. This included volunteering and participating in DIY SOS, supporting Addenbrookes Charity, hosting a charity golf day in support of the Fire Fighters Charity and volunteering at the Kirkwood Hospice amongst many other activities.

For the forthcoming year, we have set several qualitative and quantitative goals for the business, including a target of 8% of our turnover (approximately £1.6m) in social value enterprise. We will look to achieve this by continuing to record all our Social Value proxy values in line with the National TOMS framework and encouraging every member of staff to utilise their personal CSR for social value activity.

Other key targets for our social value activities include;

- Maintaining and where possible increasing our social value collaboration with existing clients
- Monitoring the company ESG statement to ensure it aligns with our objectives and obligations to our staff, clients, and communities.
- Prison lever rehabilitation – continuing our support for the MoJ to minimise re-offending and provide opportunities to prison leavers.
- Maintaining the commitment, we have made to our local communities, including sponsorship and volunteering time, resources and knowledge.
- Increasing our support to young people wanting to enter the construction industry, through supporting curriculum activities and providing appropriate work experience in Facilities Management/Quantity Surveying and Project Management roles, delivering guest lectures to encourage young people to consider careers in the built environment.
- Mentoring young people with their education and career paths.
- Ensuring all our staff utilise their CSR day to support social value and ensuring all our offices achieve WT's hours of social value activity



Staff Physical Health & Wellbeing

FLEXIBLE WORKING & EMPLOYEE ASSISTANCE PROGRAMME
WT continues to adopt a hybrid working approach that allows everyone the flexibility of working from home for up to two days per week where work commitments allow. Specific arrangements for each of our UK offices are determined by local management teams to ensure all of our offices are open 5 days a week and the team and mentoring benefits of being physically together are also maintained.

WT aim to ensure all our employees receive the support they need and deserve. The Employee Assistance Programme with Health Assured provides on-going confidential, compassionate support for everyone in all areas of their personal and business lives.









Our investment in resources to bolster employee well-being allows us to provide:

- A culture of helping others, with mentors assigned to new employees and available to address concerns or questions including relating to H&S. We also have 3 Mental Health First Aiders and are looking to train more employees in this role.
- Increased support for employees with disabilities, illnesses or challenging personal circumstances.
- Online workshops held weekly on wellbeing topics including - getting enough sleep; mental health and stress awareness; adaptability and change.
- Drop-in sessions and CPD training during Mental Health Awareness week.
- A ‘cycle to work’ scheme and fitness initiatives and free gym membership.
- Flexible Work Arrangements: We offer flexible hours, and part-time work to support work-life balance and reduce stress.
- Mental Health Awareness and Training: We provide training and education to increase awareness of mental health issues and reduce stigma.
- Workload and Workload Management: We aways ensure that workloads are reasonable, and employees are not consistently overburdened.
- Anti-discrimination and Inclusivity: We promote inclusivity and diversity within the organisation and have clear anti-discrimination policies in place to support all employees.

Charities & CSR Days

WT provides all staff with paid days to undertake charity work or fundraising with all staff encouraged to use these days as part of their annual personal development plan . Each member of staff has a personal objective to complete at least one CSR day per year

2,600 hours of social value activity at a total social value cost of over **£1.73m**, which includes over **£30,000**, raised by staff and/or donated by WT











Equality and Diversity

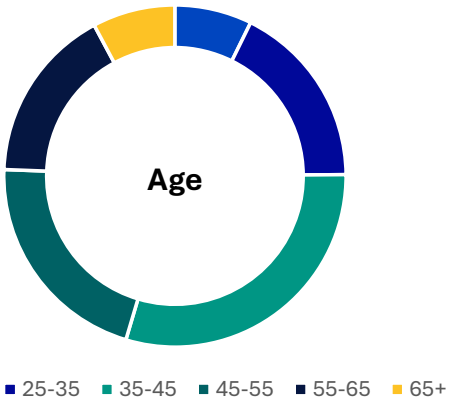
In early 2023, WT formed the Equality, Diversity and Inclusion (EDI) Operational Support Group, with the aim of advancing EDI throughout our company. Although we recognise we have a long road to travel, the EDI group have successfully undertaken initial reviews of existing company policies to better align with industry standards and as a result of feedback from an EDI review of the company website, the company website has now been overhauled and updated to be more inclusive.

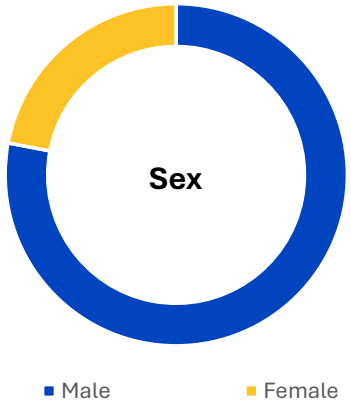
2025 saw further CPD events to celebrate International Women's Day and formal base EDI training has been delivered to all WT staff nationally; the EDI team have also contributed to an updated EDI statement and strategy for WT to follow over the next two years.

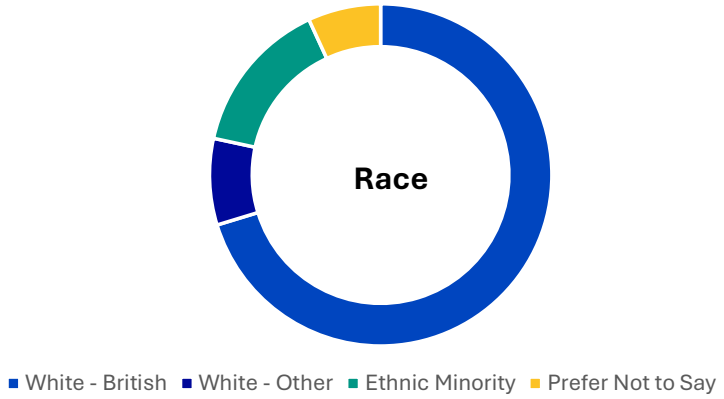
WT's ED&I group continue to encourage the advancement of EDI throughout the business and strive to diversify further to other underrepresented groups and communities. This is being delivered and monitored through:

- **Policies** – continue to ensure WT are aligned with industry standards in the context of EDI.
- **Recruitment** – ensuring current strategies are appropriate and assessing how the company can encourage more diverse applicants to look to join WT.
- **Training** – continuous input into centralised EDI training for existing staff at all levels of the business.
- **Careers** – looking at how we can look to enhance our gender and ethnicity imbalance, especially at senior and junior level positions.









Governance

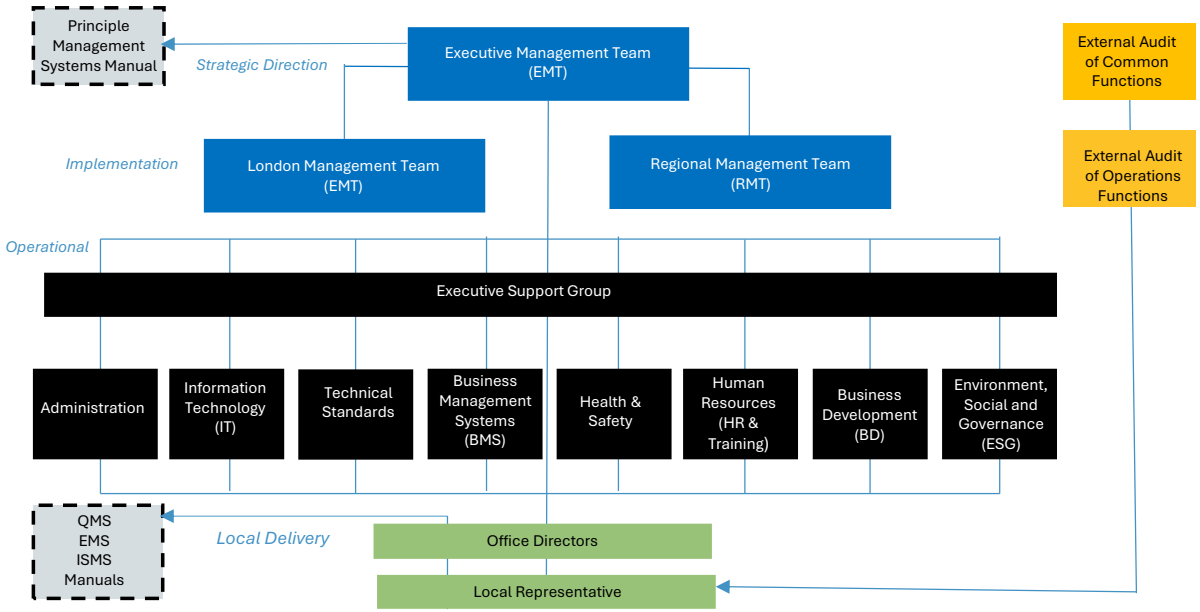
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ESG Working Group & Accreditations

Our ESG working group was founded in 2021 and represents a reflective cross section of all WT staffing profile from age to seniority, supported and reporting to WT's Executive Management Team to ensure that key issues, improvements, and initiatives are documented and represented in our overriding Quality Management Systems.

The ESG working group is appropriately trained and in place to:

- Encourage to enhance communication at all levels at all levels within WT
- To gauge feedback on what we are doing well and help us establish a means of doing things better
- Provide a conduit for monitoring and ensuring the initiatives are implemented
- Seek ideas for new initiatives for ESG and WT's wider business





All WT's services are organised and delivered in accordance with our Quality Management System (QMS) which is fully accredited to QMS ISO 9001 and has been in operation since 1994 which ensures well established and proven procedures to manage and deliver the right quality and value for money for all our professional services. We also take environmental, health and safety and information security issues seriously and are accredited to BS EN ISO 14001 for Environmental Management, CHAS for Health and Safety and Cyber Essentials Plus for Security Management. Our Quality Management System fully meets the requirements of ISO 9001 and ensures we can be relied upon to provide a quality and consistent service from all our UK offices. Our environmental culture is supported by certification to ISO 14001 which has achieved year-on-year reductions in the key resources we use. Our environmental awareness also enhances the support we provide clients in the construction industry and subsequent running of sustainable buildings through the delivery of our professional services.

Our systems, processes and technology are certified in all UK offices to Cyber Essentials Plus and additionally ISO 27001 in the Leeds office. This enables any of our clients, particularly those in the financial services and public sectors, to have the confidence that any data we hold and manage on their behalf is correctly treated and securely maintained. The key to our continuing success is our people with whom we continue to develop and invest, which is recognised with the Investors in People standard. All of the above cover the following scope of services: Quantity Surveying, Project Management, Principal Designer and associated specialist advisory services. All UK offices are also certified to the CHAS standard.

Our expertise covers the building, construction and infrastructure sectors, as well as consultancy services that assist with the acquisition, operation and divestment of assets.
WT draws on the collective experience, knowledge and capability of our professional staff in locations throughout Oceania, Asia, UK & Europe, South Africa, North America and the Middle East to provide our clients with the right advice on all aspects of cost, value and risk to assist in achieving optimum commercial outcomes.

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