



# Sustainability



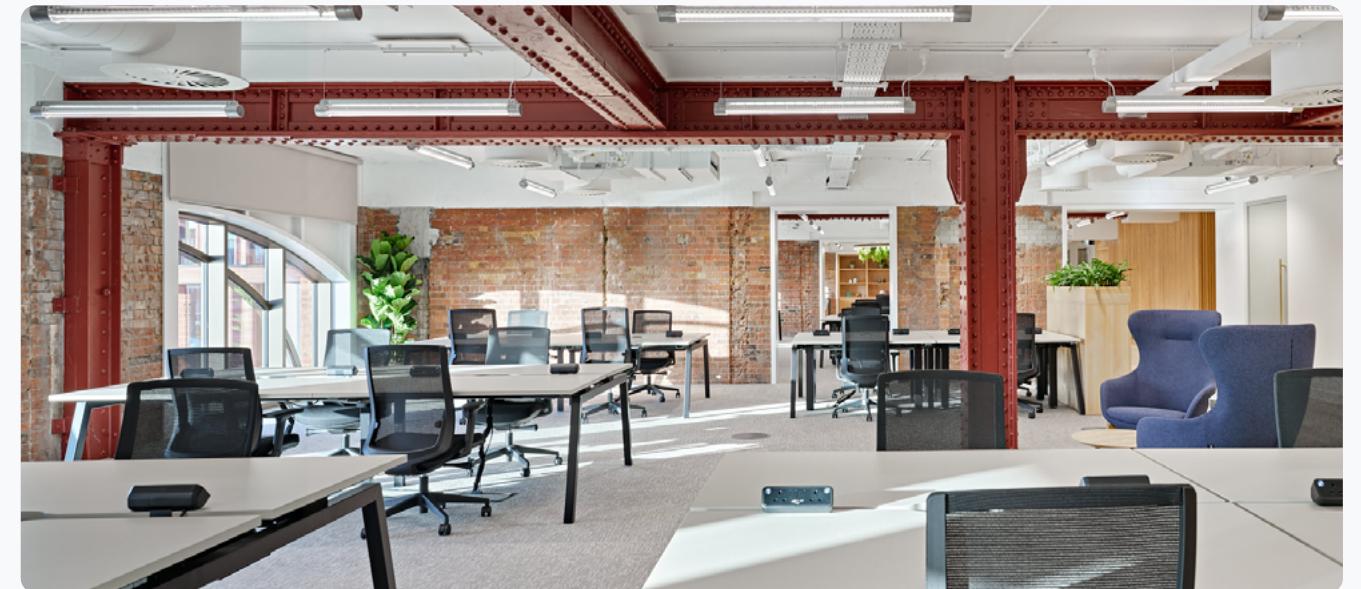
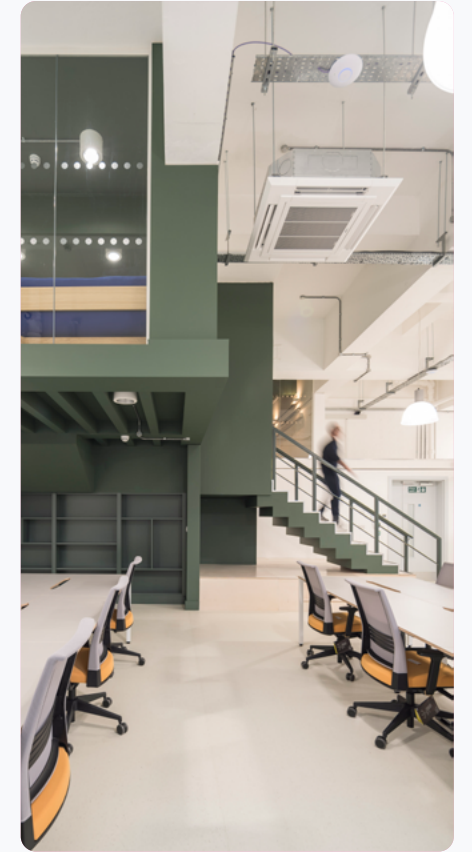
# Introduction



**We recognise the growing importance of sustainable practices in today's world and are committed to taking meaningful steps to reduce our environmental impact and contribute to a greener future.**

Though we are in the early stages of this transformation, we are actively learning, adapting, and implementing changes to align with industry best practices.

Our goal is to incorporate sustainability into every phase of our projects – from selecting eco-friendly materials to optimising energy efficiency and reducing waste on site.





# Interior Solutions

The construction industry is responsible for 25-40% of the UK's Green House Gas (GHG) emissions.

With 11% of the UK's carbon emissions directly related to construction processes such as manufacturing building materials and on site energy use.

When accounting for the entire life cycle of buildings (including energy use during their operation), the figure can rise to around 40% of the UK's total carbon footprint.



This is why we feel it so important to look at our projects from a holistic perspective.

Fit-out companies can play a crucial role in reducing these emissions throughout the entirety of a project, from design to aftercare.

By adopting these practices, even early-stage sustainability efforts in fit-outs can make a measurable impact.



# Sustainable Design Goals



We strive to align with the latest legislation and industry standards to create spaces that deliver value for our clients, the community, and the environment. This approach connects our work to the broader climate movement.



The United Nations Sustainable Development Goals serve as a crucial framework guiding our direction and focus areas.

Aligning our work with the SDGs proves essential for protecting and promoting the environment. Contributing to the global environmental efforts through our projects is a key priority and allows us to showcase our commitment to environmental responsibility and signalling alignment with like-minded partners.



# ESG Policy

**Sustainability is central to our work. We create high-performing spaces that are beautiful, functional, and future ready.**

**As part of our ambitions, we have identified four key themes as focal points for our policy moving forward.**



## People

A human-centric approach is key to what we do. We focus on building long-lasting relationships with everyone involved in our work. Our commitment to Diversity, Equity, Inclusion, and Health and Safety in line with ISO45001 ensures a safe, inclusive environment. Our bespoke services and authentic approach create added value at every opportunity.

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## Responsible Trading

We endeavour to have a wider impact. Our Code of Conduct mandates suppliers to adhere to our values on risk, impact, and social value. We prioritise compliance with Information Security, Bribery, and Anti-Slavery standards. The Workplace Creations team has the skills and experience to deliver maximum value in all projects.

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## Community

Designing for a better human experience. We prioritise communities in our business impact considerations. Beyond minimising noise and pollution, we promote local suppliers and engage community members in our workforce. We also support local charities through donations, fundraising, and resources that create a positive difference.

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## Environment

Sustainability-led Solutions drive our success. Our ISO 14001 certification drives us to integrate environmental practices into our operations. We implement circular economy waste initiatives and conduct Carbon Footprint analysis to achieve our goal of becoming a market leader in real Net Zero.

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# Our Ethos

**As a committed and responsible organisation, we believe in creating high performing spaces that are not only beautiful and functional, but also sustainable and designed for the future.**

Our ISO 14001 management system and certification reflects our commitment to environmental responsibility. We minimise our carbon footprint through sustainable design, sourcing, and waste prevention. Innovative processes ensure sustainability is ingrained in everything we do, from the design phase to minimising negative impacts.

Our sustainability approach provides the foundation and pathway for our ambitions, objectives, and future. We believe that sustainability must be inextricably woven into our core business model.

In addition to our ESG policy, we are committed to fulfilling compliance obligations, preventing pollution, and protecting and promoting the environment as part of the work we do.



## Environmental Management

The development of our EMS has included a full and comprehensive materiality assessment, which has given rise to policy and the establishment of meaningful objectives, targets, and plans.



## Engagement

All staff are actively involved in developing and implementing our objectives and what they need to do to support our environmental policy.



## Environmental Steering

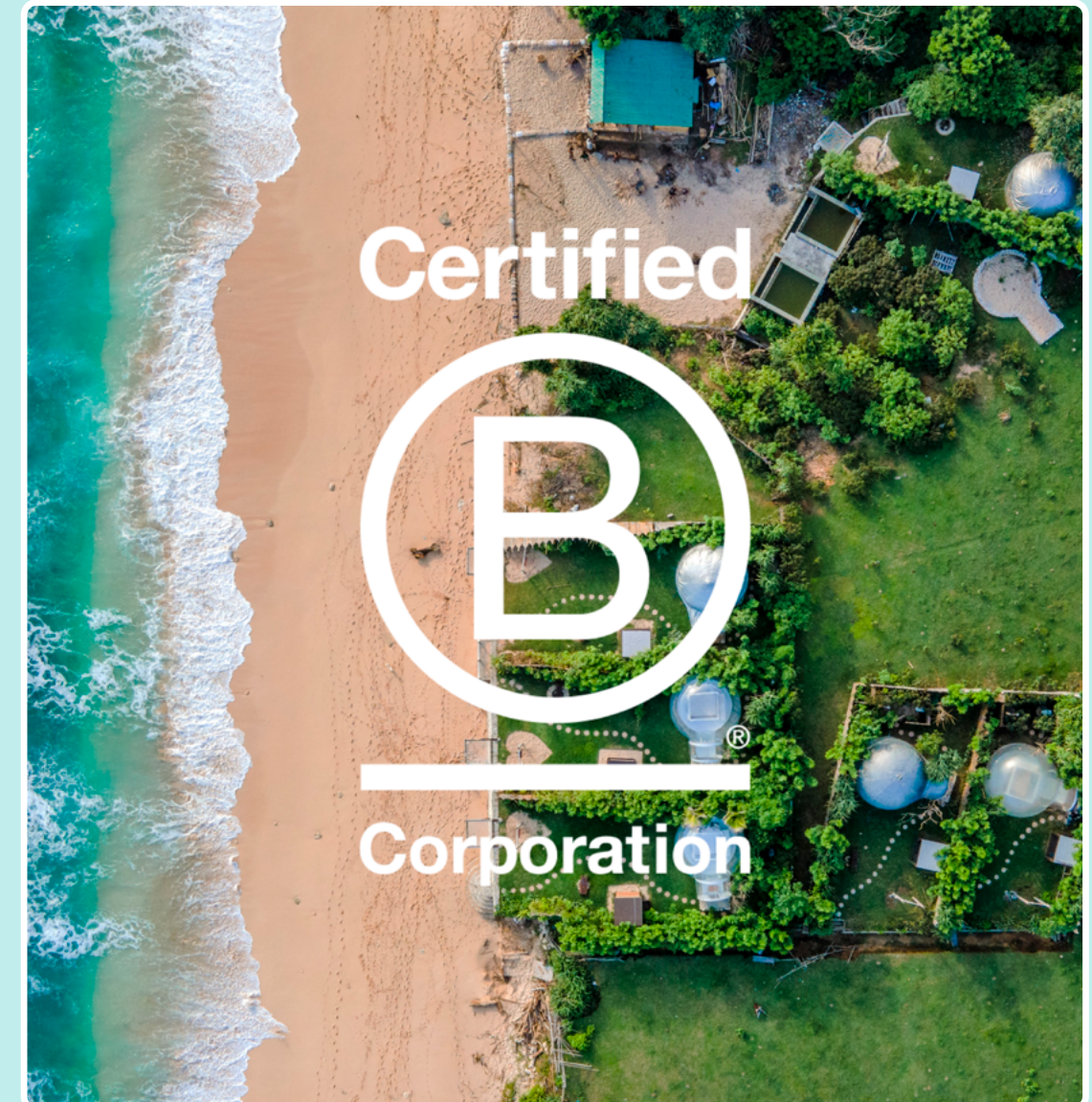
Our designated Environmental Group ensures there is robust governance in place to effectively implement this policy and measure progress against set targets to drive continual improvement.



# Our Sustainability Partners

We are proud to be partnered with Alphacello to deliver our sustainability-led solutions. They will support us in our mission to minimise our environmental impact.

- A trusted, market leading consultancy with 15 years of construction based sustainability experience
- We have a detailed and diverse understanding of sustainability, environmental accreditations & our clients needs
- Specialists in green building accreditation services, such as BREEAM, LEED, SKA, WELL, Fitwel, and NABERS
- Offering many additional services, including LCA, EPCs, IES Modelling, ESG, and ISO accreditations
- A proud B-Corp certified company, highlighting dedication to environmental stewardship





# Our Environmental Journey

We recognise the environmental impact of our industry and take seriously our responsibility to reduce carbon emissions, while minimising our overall footprint across all areas of our operations.



The urgency to change our behaviours grows year by year. Whether it's how we travel, design, or choose meeting locations, making carbon-conscious decisions is essential to achieving our mission and strategic goals.

Our partnership with Alphacello supports our commitment to a more sustainable future. By establishing and understanding our carbon footprint – starting with Scope 1 and 2 emissions – and assessing our broader environmental impact, we're able to take meaningful, actionable steps that are central to our long-term strategy.

Our sustainability journey is just beginning, with carbon reporting and practical actions at the heart of our ambitions. Our environmental commitments are structured across three key phases.

**01** Scope 1 and 2 emissions assessment. Project Performance Benchmarking

**02** Scope 3 emissions assessment. Improvement on Phase 1 Discoveries

**03** Work towards achieving B Corp Certification and Net Zero



# Our Environmental Journey – Phase 1

Phase 1 is the beginning of our journey. Our Phase 1 mission is to set the foundations and collect the necessary data to gain further understanding of how our projects and company activities impact the planet.



## Scope 1

**Direct emissions from sources we own or control**

### Company Facilities & Company Vehicles

- Achieving a minimum standard EPC rating of B in our offices
- Staff training in climate literacy, sustainability and personal waste management through partnership with Alphacello

## Scope 2

**Indirect emissions from our energy usage**

### Purchase & Use of Energy

- Reduction of energy consumption within our offices through analysis of usage and identification of energy hotspots
- 5 meter readings across different projects to understand our energy usage per pound of project value



## Project Performance

**Benchmarking our projects against industry standards and frameworks**

### Accreditations & Carbon

- Track 5 BREEAM assessments to identify key areas of success
- Target of achieving EPC rating of a on 3 -5 projects across 2025
- Track 5 lifecycle carbon assessments to identify our average kg/co2e per project



# Our Environmental Journey – Phase 2 & 3

We are committed to ongoing progress and improvement. That’s why we are currently defining our Phase 2 targets, with plans for implementation in 2025 and beyond.

## Scope 3

### Indirect emissions from upstream & downstream processes

- Purchased Goods & Services
- Employee Commuting
- Transportation & Distribution
- Leased Assets
- Waste from Operations



## Target Setting

### Improvement from the benchmarks made in 2025

- Identification of Hot Spots from Projects & Operations
- Benchmarking Performance against set KPIs
- Establishing Improvement Targets across all areas

## B Corp & Net Zero

### Longer-term goals

- Strive towards Net-Zero
- Achievement of B Corp Certification



# Sustainable Vision



## Measuring With Accreditation

Environmental rating systems offer a clear framework to identify and achieve sustainability goals, simplifying the process of setting targets and aligning your project team.

No matter our clients' objectives, ESG strategies, or the specific nature of the project, there is an appropriate accreditation to guide the process.

We provide tailored guidance to explore options that best suit your needs and deliver the relevant certifications, empowering you to make informed decisions that align with your environmental responsibility.

## Pre-Assessment Services

A pre-assessment during the design stage is crucial for identifying achievable targets for environmental accreditations. By reviewing initial documents, we can conduct a feasibility study to select strategies that align with client goals while identifying any high-risk elements. This proactive approach enhances our design efforts and increases the likelihood of successful accreditation across various standards.



## Additional Supporting Services

We are capable of delivering supporting services for fit-out design, whether as individual services or as part of an accreditation process. This includes energy modelling, life cycle assessments, and EPCs.



# Environmental Rating Systems – BREEAM

BREEAM (Building Research Establishment Environmental Assessment Method) is the world’s leading system for evaluating a building’s environmental performance, setting the benchmark for sustainable building design and establishing a strong foundation for sustainable practises.

BREEAM offers a thorough evaluation across various building types and suitable for both new constructions and fit-out projects.

## Key Benefits

- Reduced CO2 emissions
- Globally recognised certification
- Reduced operating costs
- Enhanced building value & market rent
- Increased occupant productivity
- Improved health and wellbeing for occupant
- Offering many additional services, including LCA, EPCs, IES Modelling, ESG, and ISO accreditations
- A proud B-Corp certified company, highlighting dedication to environmental stewardship

## Rating System





# Environmental Rating Systems – SKA Rating

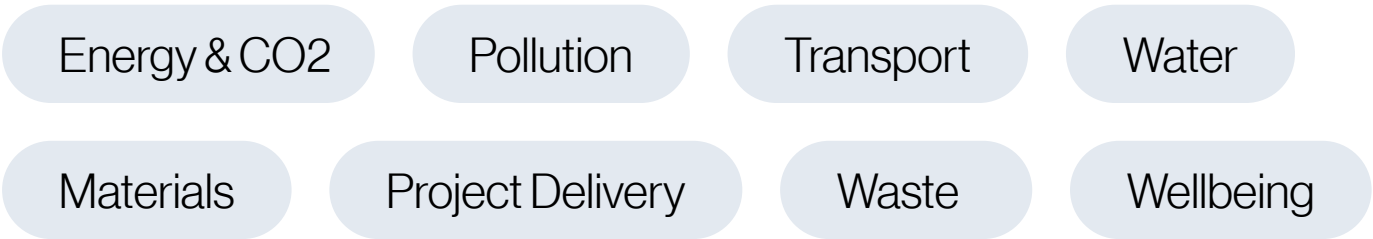
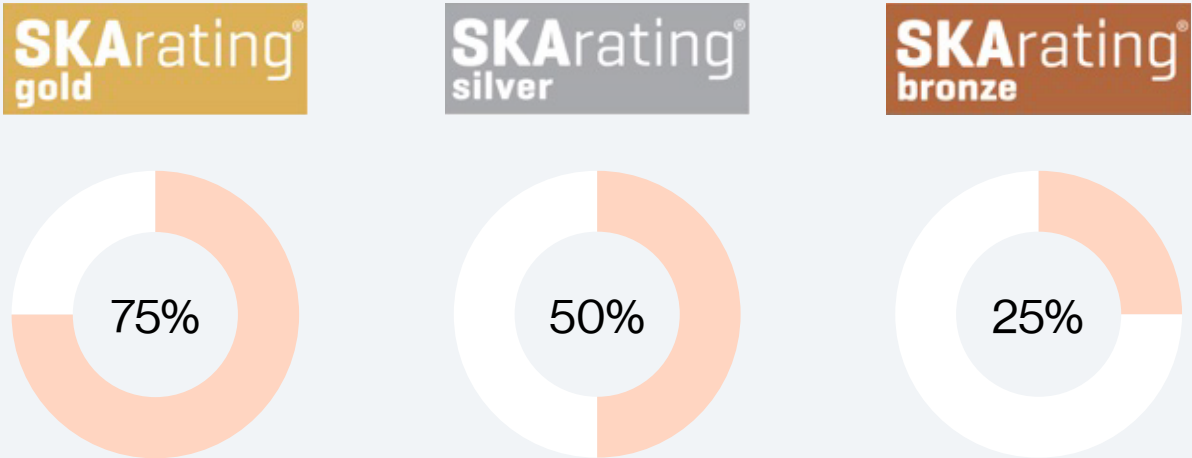
SKA Rating is an environmental assessment method, benchmark, and standard for non-domestic fit-outs. There are currently three schemes available: Offices, Higher Education & Retail.

SKA Rating encourages the use of sustainable materials, energy-efficient systems, and waste reduction strategies, aligning with socially responsible construction practices.

## Key Benefits

- Specifically designed for interior fit-outs
- Flexible scoping system
- Aligns with industry best practices
- User-friendly interactive tool
- Improved health and wellbeing for occupant

## Rating System





# Occupancy Wellbeing

Enhancing occupant well-being is fundamental to our approach. Regardless of whether our clients choose to pursue a well-being accreditation, we always design and develop our fit-outs to optimise indoor environmental quality.

For those interested in formal well-being certifications, we generally recommend either the WELL Building Standard or Fitwel.

Both the WELL Building Standard and Fitwel provide essential assessment tools aimed at improving health and well-being in built environments, though each has its unique focus areas.

Together, they create valuable frameworks that meet diverse needs and objectives, enhancing building environments in complementary manners.

## Rating System



### WELL

Light	
Water	✓
Thermal Comfort	✓
Nourishment	✓
Movement	✓
Community	✓
Mental Wellbeing	✓
Biophilia	✓
Innovation	✓
Sound	✓
Emergency Preparedness	
Accessibility	

### Fitwel

Light	✓
Water	✓
Thermal Comfort	✓
Nourishment	✓
Movement	✓
Community	✓
Mental Wellbeing	✓
Biophilia	
Innovation	
Sound	
Emergency Preparedness	✓
Accessibility	✓





## Measuring With Accreditation

NABERS was introduced to the UK in 2020 and remains a relatively new certification, with fewer than 50 buildings across the UK achieving a rating to date.

Our team is adept at designing and implementing projects that not only meet but exceed NABERS benchmarks, covering critical areas such as energy efficiency, indoor environmental quality, water conservation, and waste management.

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## Design for Performance

Through modelling the building and running simulations through Dynamic Simulation Modelling, we can predict the energy usage of the building at design stage, allowing you to make changes to optimise future performance.

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## Energy for Offices

After 12 months at 75% or higher occupancy, the project is ready for final certification, ensuring the building achieves the intended sustainable outcomes. This utilises real operational building data that provides comprehensive analysis of the energy usage.





# LCA

For each project, we conduct Life Cycle Assessments to track the embodied carbon of the specified building materials using OneClick LCA software. This creates a baseline model to calculate the potential embodied carbon of the design.

The model allows us to adjust materials and design elements for a more carbon-efficient approach while aligning with our design goals. By evaluating the sustainability of materials throughout their life cycle, we make informed selection decisions.

At project completion, we provide a detailed report outlining the analysis, including total kgCO2/m² and carbon savings. This ensures compliance with growing Net Zero regulations and optimises material use for a more sustainable process.



## A1-A3

### Product Stage

We evaluate the sourcing of materials, considering manufacturing practices and available environmental data.

## A4-A5

### Construction

We collaborate with our supply chain to establish and adhere to criteria for transportation and assembly.

### Life Cycle Stages

## B1-B7

### In Use

We conduct LCAs during early design stages to assess predicted CO2e emissions from our fit-out and identify improvement opportunities.

## C1-C4

### End of Life

We prioritise sustainability, durability, and ease of removal in our material selection, choosing responsible options that endure wear and tear and can be easily disassembled for reuse or recycling.



# Energy Modelling

**Energy efficiency proves a significant stage in fostering sustainability, playing a significant role in maintaining the long-term operational performance of a space after fit-out completion. The amount of energy a space uses is one of the core contributors to the carbon footprint within our industry.**

Energy modelling services enable businesses and future tenants to understand their energy usage and performance at a deeper level, to identify opportunities for improvement and catalyse the creation of energy saving solutions. They come in two formats; DSM & SBEM.

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## IES

Integrated Environmental Solutions (IES) specialises in building performance analysis and sustainability. Their dynamic simulation modelling (DSM) enhances office fit-outs by accurately forecasting energy use, evaluating sustainable design options, ensuring regulatory compliance, and improving occupant comfort.

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## SBEM

Simple Building Energy Modelling (SBEM) is a basic computational tool that enables office fit-outs to assess the performance of buildings through a simplified approach.

SBEMs are designed to give a quick and easy evaluation of a building's energy use, that are cost effective and easy-to understand.





# Pre-Construction

**We have the capability to align our clients' sustainability objectives and tailor their specific requirements on a project-by-project basis. This includes meeting basebuild construction standards or developing new, sustainable design strategies.**

Additionally, we can integrate these strategies with the client's existing portfolio, ensuring that each design is uniquely suited to their needs.

Through our partnership with Alphacello, we facilitate early engagement with both the client and the project team. This enables us to identify any potential Green Building Certifications to pursue and to highlight specific design elements from the outset.

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## Discovery Process

- 01** Requirement Review
- 02** Discovery Workshop to Define Sustainability & ESG Goals
- 03** Optioneering Feasibility Strategy
- 04** Design Concept Development





# Design

**Design-led, human-centric environments are our speciality. We pride ourselves in creating intuitive, stimulating spaces that enhance engagement and value.**

We consciously consider all aspects of design, from the finishes and furnishings that we select, to the layouts that we shape, to understand the impact for each individual feature.



Our team will provide a comprehensive range of options and solutions to meet your desired aesthetic, while prioritising sustainability.

We have worked hard to understand what we use and how to create visually appealing spaces with minimal impact. Collaboration with our suppliers and sustainability partner, Alphacello, ensures that the environmental impact of our designs is considered throughout.

- Responsible Sourcing
- Heating & Ventilation
- Occupant Wellbeing
- Lighting & Daylighting
- Materials
- Inclusive Design



# Inclusive Design



**We believe in designing spaces that are accessible and welcoming to all, in line with the Equality Act 2010. Our approach goes beyond physical accessibility to foster a sense of belonging for individuals of all ages, genders, abilities, and backgrounds.**

By integrating inclusive design principles, we aim to remove barriers and ensure equal access and participation. Our commitment extends beyond compliance; we actively consider physical, sensory, cognitive, and social inclusivity in every design decision.

We recognise that achieving true inclusivity requires ongoing effort and improvement. By staying current with best practices, we strive to exceed the expectations of our diverse community, ensuring everyone feels valued, respected, and empowered in our spaces.

- Flexible Workspaces
- Wayfinding
- Accessible Restrooms
- Technology Integration
- Community Spaces
- Turning Areas



# Construction – On-Site Process

**We prioritise exceptional on-site processes to foster sustainable environments.**

Our Indoor Air Quality (IAQ) management plan ensures a healthy atmosphere through proactive monitoring and pollutant reduction. We implement pollution prevention protocols during construction and operations to manage waste and minimise environmental impact.



We ensure that energy and water usage is monitored across all projects, along with the collection of data for waste and material transportation to and from the site. Additionally, we promote sustainable transportation options, encouraging staff and visitors to use public transport, cycle, or walk whenever possible.

We are also selective with our supply chain, ensuring our suppliers possess Environmental Management Systems (EMS) and responsible sourcing practices. Furthermore, we require our suppliers to maintain a chain of custody, ensuring transparency and traceability in the sourcing of materials, which reinforces our commitment to sustainability.

Pollution Prevention & Control

Responsible Sourcing

Energy & Water Monitoring

Waste Reduction & Management

Indoor Air Quality Management

Biodiversity Protection



# Construction – Materials



## Materials

The materials that we use make up the foundation of all our spaces. Without them, we could not make our designs a reality. Ensuring that we understand what we are using to create our projects is a crucial step in minimising our impact. We make sure we buy from credible and eco-friendly suppliers who we know have quality and environmental impact as the forefront of their focus.

## Recycle/Reuse

Where possible, we prioritise material reuse and are proud to collaborate with the Material Reuse Group to support this goal. Additionally, we are committed to using new materials with a high percentage of recycled content.

## FSC/PEFC

We seek to use materials with only the highest environmental certifications. Ensuring that all our timber is FSC or PEFC accredited is a pre-requisite to our work.

## VOC Content

Minimising the harmful chemicals we use from our products can improve the sustainability and well-being associated with our designs. Products such as paints, varnishes and adhesives are assessed and where practical, low-VOC alternatives are to be used that align with certifications such as GreenGuard.



# Heating & Ventilation

## Heating

Heating accounts for 20% of the UK’s carbon emissions, so efficient electric heating solutions are essential for de-carbonisation and can also help reduce energy bills.

Advanced energy modelling further optimises these systems, enhancing efficiency, cutting emissions, and providing cost savings by reducing the energy needed to maintain comfortable indoor temperatures.

- Heat Pumps
- Zone Heating
- High Performance Insulation
- District Heating Network
- Solar Panels
- Smart Systems

## Ventilation

Efficient ventilation is vital in fit-outs to maintain healthy indoor air quality by preventing the buildup of pollutants and CO<sub>2</sub>, which can adversely affect occupant health and comfort.

Effective ventilation systems ensure a constant supply of fresh air, removing indoor contaminants and creating a safer environment.

This focus on air quality is critical for meeting various accreditation standards.

- Fresh Air
- Air Filtration Systems
- CO2 Sensors
- Airflow Distribution
- Exhaust Systems
- Smart Systems





# Waste

**Over 40% of total landfill waste comes from the construction and demolition sector. Waste management is a crucial consideration for our work, whether that is stripout waste or on-site waste generation.**

The minimisation of waste is a key facilitator of resource preservation. Less waste means more natural resource conservation, reduced environmental impact, and lower energy consumption associated with waste disposal. It helps protect those natural areas that need it.



Cost savings can arise from waste management , alongside compliance with regulations, and contribute to a more sustainable built environment.

The waste management hierarchy provides a framework for prioritising waste management strategies based on their environmental impact. We aim to adhere to this throughout all our projects.





# Circular Economy



**Up to 80% of waste from construction and demolition has the potential to be reused or recycled.**

Circular economy principles involve closing the loop of the product or material life-cycle to prioritise reuse. Unlike the traditional “takemake- dispose” linear model, a circular model emphasises recycling, re-using, repairing, and reduction of materials to extend their lifecycle.

We embed circular economy principles into our design process from the initial concept through to completion.

From the outset, we make intentional choices to consider the carbon impact of every element, ensuring sustainability throughout the project’s entire lifecycle.

Our commitment goes beyond waste reduction, encompassing sustainable sourcing, adaptability, and long-term maintenance.

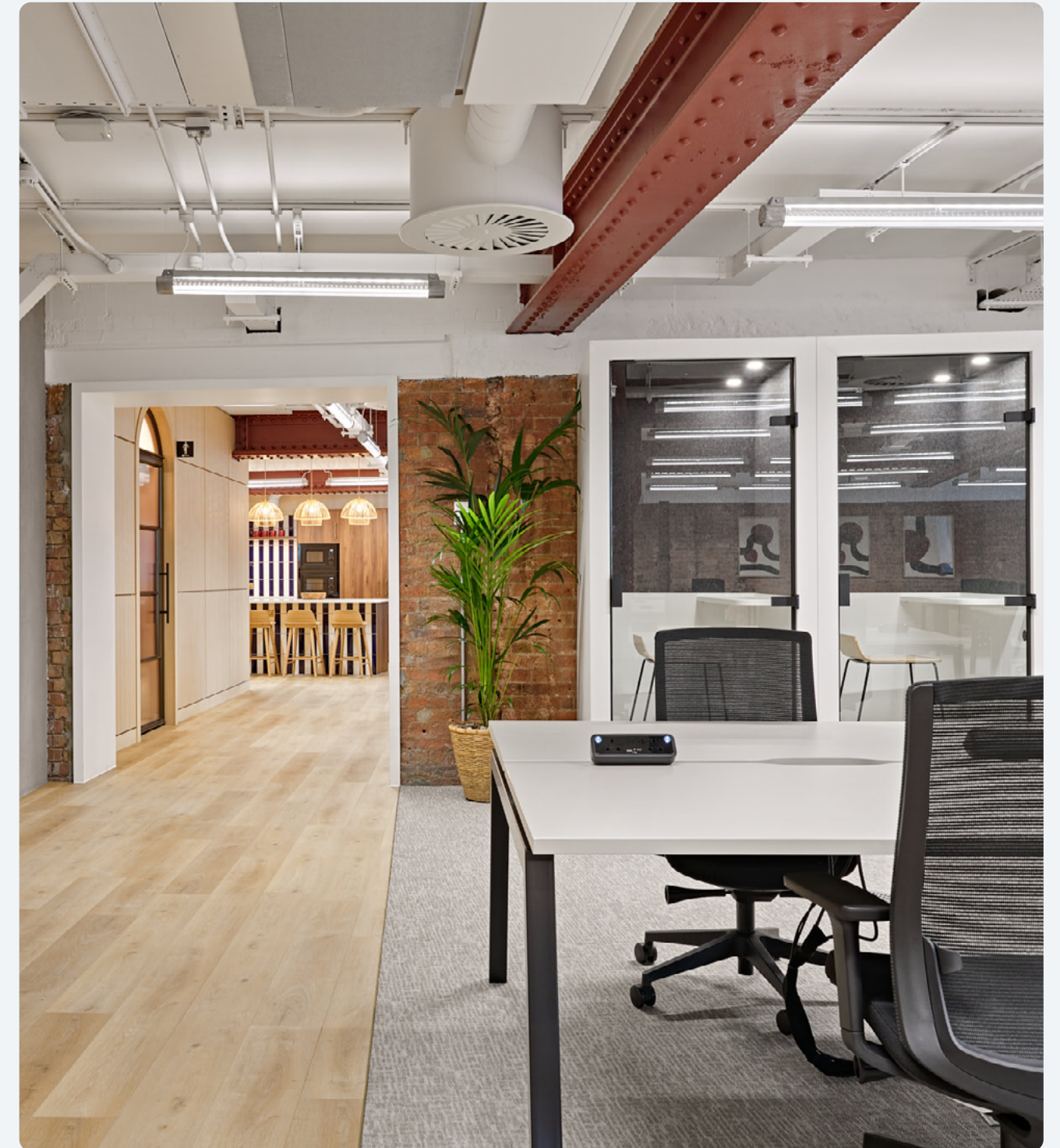




# Aftercare & Maintenance

**Our commitment to quality and sustainability doesn't stop when our construction ends. A building can only maintain its sustainability if it is operated responsibly and maintained properly. We seek to deliver spaces that ensure operational carbon is as efficient and low as possible.**

- We implement robust commissioning and maintenance strategies to ensure products work as efficiently and as long as possible
- Materials and appliances are procured with longevity in mind, to maximise their lifecycle
- Aftercare and handover procedures are put in place including occupant training and monitor energy usage to identify opportunities to improve
- We prioritise future thinking and adaptability by ensuring our projects are set up for the future and for longevity







# Workplace Creations

## **LONDON**

Vintage Yard, 61 Bermondsey Street,  
London, SE13XF

## **REIGATE**

Jellyfish House, 31 London Rd,  
Reigate RH2 9SS

workplace-creations.co.uk  
0207 407 2390