



ADEPT
CIVIL AND STRUCTURAL CONSULTING ENGINEERS

Environmental, Social and Governance (ESG) Report 2023

www.adeptcsce.co.uk

 **ENGINEERING
BETTER
TOGETHER**



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WELCOME



“

We have always been aware of the potential environmental and community impacts of our work

”

ADEPT

CIVIL AND STRUCTURAL
CONSULTING ENGINEERS

Making a difference is very important to us.

Adept was established in 2007 by me, Matthew Ramsden and Richard Parker, to follow our shared desire to carve our own niche in the engineering industry.

Our core philosophy of Engineering Better Together places care, integrity, and accountability at the forefront of our objectives.

Steadily increasing in size to sixty employees in 2023, we have been joined by further directors and regional directors in Leeds, Manchester and London. Our hands-on managers continue to embed collaborative values and a considerate approach throughout our teams.

We have always been aware of the potential environmental and community impacts of our work. To help staff and clients understand our approach to social responsibility, we follow our Engineering Ethics guidelines. These five core values embody our commitment to continually monitor the impact of our behaviours.

Having become a Climate Positive business in 2020, we continue to make serious commitments to a sustainable approach, in both our business operation and our design work. As one of the earliest signatories to the UK Civil Engineers Declare Climate & Biodiversity Emergency global petition, we are committed to doing as much as we can to mitigate the climate crisis.

It is important that we share skills and knowledge to make a positive impact on the wider industry. We value regular networking events as opportunities to build relationships in the construction community and to exchange new ideas.

Supporting staff development is a win-win for us. Appreciating and expanding the qualities of individuals adds value to our business whilst improving our team's sense of purpose. Post-pandemic, we have implemented further new staff initiatives, offering improved flexible working and other tailored benefits that have a positive impact on our people.

We have continuously supported apprenticeships since our inception in 2007. Engaging with schools and supporting trainees remains high on our agenda.

This is our first report demonstrating our progress in meeting our environmental, social and governance responsibilities. It brings together our achievements over the past couple of years and illustrates our future direction.

Erol Erturan, Managing Director

ABOUT US



- ✓ Innovation
- ✓ Excellence
- ✓ Collaboration
- ✓ Care
- ✓ Sustainability

Civil and Structural Consulting Engineers



60+

staff in
Leeds
London
Manchester
Sheffield



CLIMATE
POSITIVE
BUSINESS



ENGINEERING
ETHICS
BETTER TOGETHER

The founding directors continue to drive our business **forward.**



What social value means to us



The aim of the Social Value Act 2012 is to encourage all businesses to think beyond the financial outcomes of their work, by finding ways to improve the wellbeing of individuals, communities, and the environment.

The intentions of the Act have been incorporated into our business strategy for some years through our commitment to the application of Engineering Ethics.

This strategy is driven by following our five core business values:

OUR VALUES

- ✓ Innovation
- ✓ Sustainable
- ✓ Excellence
- ✓ Collaboration
- ✓ Caring

We use **Innovation** to help future-proof communities and encourage them to thrive. The impacts of COVID-19, Brexit and other issues are still apparent, but by working together and sharing skills we can help communities grow and prosper.

We strive to maintain high standards of **Excellence** in business and project delivery and make our own contribution to tackling workforce inequality. We are clear about our commitment to equal employment opportunities and progression in the workplace. We lead our teams by example.

Joining forces with others increases **Collaboration**. Sharing knowledge and experience can help overcome challenges and increase resilience. We can play a positive role in the careers of our people and the creation of jobs that suit a wide range of skills.

We **Care** about our employees' wellbeing, and the clients and communities we serve. We demonstrate dedication to improving the health and wellbeing of people in our places of work and the users of our projects.

Engineering Better Together embeds a **Sustainable** approach throughout our activities, as we continue to tackle carbon emissions and support a more circular economy.

Our key priorities

Staff wellbeing We rely on the dedication of our skilled staff, so a key focus is finding ways to actively look after our people and demonstrate how we value their contributions. We invest in a range of training opportunities to help our people achieve their individual long-term visions. We also invest in ways to minimise stress, improve overall health, and provide holistic support.

Sustainability We have been proactive in making the changes necessary to ensure we contribute to a better future for the construction industry and the planet. Having become a Net-Zero business in operation, we continually review our carbon reduction targets to ensure we are looking beyond this status, in particular working with our design colleagues to improve project outcomes.

Accountability Setting defined targets helps us embed social value in our business planning and continually improve. Measuring, evaluating, and reporting on our performance is key to meeting targets and being transparent about our commitments. Our Social Value Director leads discussion on our progress at board level and preferred initiatives are incorporated into budgeting. We are working on greater collaboration with others to help support shared goals.

ACHIEVEMENTS

2022–2023

12

work
experience
students
supported

15

charities
supported

£2900+

directly
raised for
charity by
employees

24

weeks'
work
experience
provided

£5500+

donations
and
sponsorship

12

newly
qualified
engineers

17

apprentices
supported

7

staff
mentored
towards
qualifications

2

mental
health
first aiders
trained

4

apprentices
qualified

160.82

tonnes of
carbon
removed

INNOVATION

helping communities grow and prosper

Our actions enrich communities by leaving a legacy of positive regeneration in the built environment.

We are proud that our involvement in many schemes is acknowledged by the industry as making an impact.

We helped deliver Phase Two of **The Glass Works Barnsley**, a transformative and award-winning flagship scheme that provides bustling new retail, leisure, and public realm facilities that are regenerating Barnsley town centre. It was purposely designed to support resilience, strong traditions, and a sense of local community.

As well as showcasing local artisanal businesses, the scheme hosts Barnsley Live rock festival, Barnsley's Big Weekend, family fun days, Joining Forces Day, and RampUp. With further investment attracted, the scheme has created a more dynamic and sustainable town centre environment that meets the needs of residents, businesses, and visitors. The main square hosts a memorial to key workers who played important roles during the COVID-19 pandemic.

The Glass Works won the 2021 Planning Award for Regeneration and was a finalist in the 2022 Structural Steel Design Awards.



We were part of the project team for **New Earswick**, a community-based residential development for the Joseph Rowntree Housing Trust. The scheme provides purpose-built courtyard housing helping residents to right-size as they age, and freeing up larger homes for young families; this helps rebalance local demographics and maintain sustainable community growth. The dwellings respond to the users' needs and are served by an open, landscaped community space offering active opportunities for inclusive social interaction.

The scheme won the 2023 Later Living/ Supported Living Design of the Year at the British Homes Awards, and a RIBA Yorkshire Regional Award. It was also shortlisted for the Neave Brown Award, the Housing Design Awards and Highly Commended for Residential Project of the Year at the Constructing Excellence Yorkshire and Humber Awards.



© Francesco Russo

Best Public or Community Building - Institute of Technology Teaching Block, Askham Bryan College

We were selected as a regional winner at the LABC Building Excellence Awards and shortlisted as a finalist for the LABC Grand Finals in 2023. This innovative development creates a new Digital Skills Academy teaching block extension and adds a new build Precision Livestock facility. It is used for degree-level study and training through the University Centre Askham Bryan, delivering courses on sustainable beef production and high welfare farming using a digitised approach and real-time data.



In October 22, we were awarded Design Partner of the Year at Willmott Dixon's East Midlands Partner Awards

Our contribution to teamwork and sustainable thinking on **Rother Living's Trilogy Collection** - three high quality, energy efficient housing schemes regenerating strategic town centre locations in Rotherham. Our approach helped protect Listed building heritage and ensured that site-won fill material could be transferred and re-used between sites.



As part of the design team, we were finalists at the **Constructing Excellence Yorkshire and Humber Awards (CEYH)**, for the following schemes that play pivotal roles in their local community:

CEYH Building Project of the Year 2023 - St Anne's School and Sixth Form, Hull

This purpose-built scheme provides an SEN school, sixth form, integrated accommodation, and a therapeutic centre delivering dedicated support for young people with a wide spectrum of disabilities. The building helps promote positive social and emotional wellbeing, mental health and wellness for pupils and staff. Outdoor areas enhance learning about the environment, horticulture, sustainability, and biodiversity.



CEYH Value 2023 - The Vine Special Educational Needs and Disability College

This award shortlisting acknowledges high levels of stakeholder input to help maximise the building's value to its community. The student-centred facility supports sixty non-ambulant young adult learners, providing dedicated, local SEND facilities to avoid students travelling outside the city. Teaching a broad curriculum that includes essential life skills, the design embraces a low carbon, fabric-first environmental approach to reduce heat loss. Energy-efficient services are all-electric and boosted by a PV array.

In 2022, we were CEYH finalists for People Development, and Highly Commended for SME of the Year.

The COVID-19 pandemic created unexpected difficulties for many businesses, including ours. We quickly adapted our ways of working to continue delivering a consistent workload whilst maintaining the health and safety of our teams. This flexibility, and a willingness to accept and retain beneficial changes, makes us more resilient.

We feel that proactive knowledge-sharing helps increase productivity, interaction, and trust amongst the design and delivery teams, resulting in better project outcomes. Pulling together delivers amazing results.

Volunteering work

Our Social Value Champion coordinates our community and fundraising activities via a centrally monitored calendar. Every member of the Adept team is given two days paid volunteering allowance per year, to be used for a cause of their choice, an organised office activity, or to support clients with bespoke initiatives. Recent examples include:

June 2022 a team reinstated moorland paths for the charity Friends of Ilkley Moor.

January 2023 we planted oak and beech trees for Woodland Creation who are helping to make Leeds carbon-neutral by 2030.

October 2023 we joined Frank Shaw Associates for a volunteering day in Kirklees as part of our commitments on the Berry Brow residential scheme.

Donations and Fundraising

Manchester Marathon In April 2023, six of our team completed the Manchester Marathon, including our managing director and two other directors. Altogether they raised £1,500 for Cancer Research UK to support their campaign to improve cancer outcomes across England.



Kier Football Cup In October 2023, we paid £350 to enter our team and support Kier's fun day of football and chat. We helped raise £6,800 for Andy's Man Club, a charity with the objective of ending the stigma surrounding men's mental health. We also entered two teams in 2022, raising £600 of the £5,100 total raised.

Yorkshire Three Peaks In September 2022, a group of employees completed this 24-mile trek raising £590 for JDRF. This charity aims to eradicate Type 1 Diabetes and provides support and resources to those managing the condition.

EDGE football tournament In August 2023, we paid £350 to participate in a five-a-side football knock-out, hosted by Goals Sheffield, helping EDGE raise £2,500 for The Children's Hospital Charity, who aim to provide a healthier future for Sheffield's children by helping to fund enhancements over and above NHS provision. Our team also played in EDGE's previous Business Fives football tournament in 2022, which raised over £2,000 in total for Sheffield Children's Hospital.

Charity bike ride Over the weekend of 14-15 May 2022, our managing director and another director completed the Packett's Tour De Dales, raising over £900 for One in a Million, a Bradford-based charity that engages with children and young people through Sports, the Arts and Enterprise. Over £15,000 was raised by the twenty-nine cyclists who battled the tough two-stage course of 188 miles and 3,500 feet of climbing.

Event Sponsorship

LandAid We sponsored the first Proper-Tea LandAid event in September 2023. All funds raised are supporting local charity partner, Latch (Leeds Action to Create Homes), with the purchase, renovation and retrofit of properties for young homeless people. At least eight people will benefit from a training programme.

Rotary Club In 2023, our Manchester office attended and sponsored the Warrington Beer Festival. Funds raised went to the local branch of Rotary - a global humanitarian organisation with 1.4 million members in over two hundred countries. We also sponsored Rotary in 2022.

EXCELLENCE leading by example



Recruitment

We welcome candidates with non-traditional qualifications and are supporting staff pursuing engineering qualifications through part-time university study. We offer hybrid job roles that offer the chance to reskill in another area or direction.

We monitor the diversity of our workforce as we are conscious that engineering is a traditionally male-dominated profession. We are currently supporting three female staff achieve their engineering qualifications part-time through the Open University.

We encourage applications from candidates from all backgrounds and educational routes. We collate feedback from applicants to work out the combination of factors that influences an individual's decision to join our team so we continually learn.

Encouraging talent

We offer a wide choice of routes to industry-recognised qualifications and tailor a long-term plan to every individual.

Our 'Year in industry' work placement offers graduates a platform to develop practical, on-the-job professional skills working on live jobs under the guidance of qualified engineers. Trainees are taught to produce drawings using advanced software-based design tools and processes such as Building Information Modelling, Revit, Civils 3D, and Autodesk. It is a fast-paced but rewarding experience that suits talented, ambitious, and passionate students who are willing to learn. The placement includes paid professional membership fees, tailored training opportunities, a healthcare scheme, and bonuses. It kick-starts career development by offering future opportunities to progress within our company.

"I felt welcomed straight away and respected for my skills and knowledge. Adept have been incredibly supportive and encouraging as regards education. I came into engineering from a different industry. A member of staff at Adept had completed the Open University degree, after speaking to them about the programme it encouraged me to research it and study it."

Andrea Barna, Civil and Structural Technician

"Starting as an apprentice helped me develop quickly at a very early stage in my career. I learnt a huge amount whilst gaining valuable industry experience. It was an effective route to earning my professional qualifications."

Matthew McGarvey,

Graduate Structural Engineer and former apprentice



Apprenticeships

Since our inception, we have developed an extremely successful apprenticeship programme that nurtures future talent up to higher degree levels. In collaboration with local colleges and universities, we recruit at least one apprentice annually. Working within a highly motivated and committed team, our apprentices are trained in key design skills, project delivery and software.

We are delighted to have retained sixteen former and current apprentices and trainees within the business.

We meet the costs of attending weekly classes, study time, travel, and accommodation for residential stays.

Following successful completion of the programme, we tailor a clear career progression path to graduate engineer, chartered engineer, and other senior roles with professional status.



Inclusivity

Our Equality & Diversity policy is embedded into our company practices and procedures and goes beyond compliance to be intrinsic to our development planning and business strategy. Our strategies value and respect the individual differences our employees bring to their work.

We are committed to inclusion and demonstrate an ethos of care, integrity, and collaborative growth around our staff. We actively strive to promote workforce equality through our actions, where staff development and promotions are fair and equally accessible. Our policies offer equitable provision of company benefits, parental and annual leave, and sick pay.

Constructionline Social Value Award

Our ongoing certification demonstrates that we:

- Have implemented robust Equality, Diversity, and Inclusion processes
- Provide equal opportunities and good working conditions
- Support our team's mental wellbeing
- Engage with local communities
- Keep working to improve our sustainability



How we invest in training and upskilling

Training needs are discussed at annual **staff appraisals**. We maintain a **skills matrix**, which places individual staff on an expertise/knowledge matrix, and a technical software matrix, to highlight the skills, experience and skills gaps of individuals. We encourage staff to take opportunities to expand into new areas.

CPD

Staff undertake funded training and are encouraged to upskill. We subscribe to relevant providers on key topics relevant to the business, such as **Masterseries**, who provide us with regular webinars on design. We circulate **CROSS** reports and make CROSS training sessions available, to help staff meet IStructE's time requirement for structural safety-related CPD.

We host a variety of CPD. In 2023, we streamed training sessions and webinars regularly, often inviting external specialists who have covered such topics as The Building Safety Act, GDPR Awareness, and Concrete Repairs.

All employees access an online training platform to complete assigned training that supports their role, including fire warden and first aid. Engineers complete the core health and safety topics, e.g. asbestos awareness, CDM Regs and working at height, with additional courses assigned as necessary, e.g. lone working, conducting appraisals. The certificates are CPC accredited.

External support

We are accredited with selected external organisations who provide our employees with valuable support.

We provide staff with financial support for exams, subscriptions, and professional memberships of IStructE and ICE.

Joining the ICE Approved Employer register demonstrates our commitment to upskilling our student and graduate staff. The scheme requires us to provide a dedicated, in-house Supervising Civil Engineer and a Delegated Engineer with responsibility for training, mentoring, and reviewing trainee progression towards professional qualifications. It supports the early progression of students towards formal Chartered or Incorporated Engineer status, alongside our traditional, one-to-one Initial Professional Development (IPD) mentoring.

We were delighted to see one of our graduate engineers achieve full Incorporated Engineer (IEng) status and ICE membership in 2023. Seven trainee student engineers are receiving mentorship support to gain ICE Incorporated status whilst studying.

The Institution of
StructuralEngineers

ice
Institution of Civil Engineers



COLLABORATION

joining forces
to increase
skills and
opportunities

We offer employment and training opportunities to students, and others whose skills shortages or disadvantaged background is hindering them from pursuing their chosen career.

School visits

We visit schools, colleges, and universities to offer career advice and promote STEM careers.

One of our senior female engineers talked to a Year 6 school group as part of their annual **World of Work Day**, where children were able to question adults from a range of careers. Her visit directly supported a STEAM project focusing on engineering and technology.

We are collaborating with **Ahead Partnership**, a unique purpose- and values-led organisation which helps employers play an active role in supporting and developing young talent. Together we are designing a bespoke engagement package to enhance our volunteering work in schools, containing inclusive employer-led activities that offer students an exciting and memorable insight into our industry. Ahead will also support us with targeting and measuring the outcomes of this tailored initiative.



We are participating in the **Apprenticeships and Technical Education Programme** (ATEP) with the School Partnership Team at West Yorkshire Combined Authority. One of our Leeds team will partner with a school and engage as a student mentor to help raise interest in apprenticeships.

Careers events

When we attend careers events, often a senior member of staff is accompanied by an apprentice to meet students and help answer questions about different routes into the industry.

During the past year, members of our team attended careers fair at Prince Henry's Grammar School, Hanson Academy and Ilkley Grammar School. These were valuable opportunities to promote engineering as a potential career, answer queries, and talk with parents and students about our work experience opportunities and Level 3 and 6 Apprenticeships.



Oasis Academy Lister Park



Work Experience

Through established relationships with schools and colleges, we offer work experience placements to students exploring potential careers in Engineering.

During 2022/23, we provided work experience placements for twelve students – nine in Leeds, two in London, and one in Manchester.

Each placement is designed to help students explore various areas of a career in Civil and Structural Engineering. During placements, students:

- Receive an introduction to our software packages by completing a tutorial project during the week.
- Shadow our engineers and technicians – observing 'Live' projects and what we do day-to-day.
- Assist an engineer in the design of a concrete pad foundation using MasterSeries Design software.
- Where possible, attend a Design Team Meeting for a 'Live' project to see how we collaborate with other engineers, architects, and project managers.
- Where possible, visit a construction site to experience site conditions during construction works.
- Discuss routes into an engineering career, such as an Apprenticeship or university route, and evaluate the GCSE or A-Level options that would best support these.

Edward joined us for a week's work experience in July 2023. He shadowed engineers, completed load takedown design tasks, and joined senior engineers on visits to local construction sites. Edward was very enthusiastic about a potential career in engineering and his placement allowed him to investigate different routes to achieving this, including Apprenticeships and Degree Apprenticeships.

Zeeshan, a Year 10 student from Bradford, joined us for a week's work placement in 2022. He completed a Revit project tutorial where he produced a set of structural drawings and a 3D model for a 4-storey concrete frame building. Zeeshan also shadowed engineers, asking questions on how he could begin a career in Engineering. As well as the work he completed, Zeeshan also enjoyed experiencing day-to-day activities in an office environment, and commented on how different it was from attending school.



Six-week placements

University of Salford student Jack joined our Manchester office for a six-week placement over the summer in 2023. He attended weekly site visits to sit-in on meetings, review designs, and take measurements. He worked on a real project to design a standalone cantilevered steelwork structure with enough loading capacity to support a number of heavy extractor fans. He also helped survey a leisure centre refurbishment by measuring the dimensions of existing beams and columns.

“Overall, I felt that the opportunities to go on site visits really helped me gain a greater understanding of the industry.”

Jack Martin

Trainee Civil Engineer George used his six-week technician placement in the Leeds office to advance his skills in technology. He began by completing guided training in key software such as Revit, Civils 3D, and CAD. Quite quickly he progressed to supervised tasks on live jobs, such as making simple 2D drawing amendments for general arrangement drawings, kerbing layouts, and external build-ups. He also learned how to create 3D models for drainage design and cut & fill analysis, and how to edit surfaces. George stayed on for a part-time role, and has the opportunity to work with us again once he has completed his studies.

“The office has a sociable and relaxed working atmosphere. There was a very collaborative dynamic, which helped me feel like a proper member of the team and provided opportunities for me to try new tasks. I was impressed with the constant support I received - I knew I could approach anyone, regardless of their position, and they would offer help and advice, or demonstrate how to do something. The experience has improved my personal development and thoroughly prepared me to finish university.”

George Fox

Connections with industry and client organisations

Workshare scheme We have partnered with Drax Global, the operator of Drax power station to exchange two graduate structural engineers for six months. Hollie is a client-side project engineer running some of Drax’s capital projects who was keen to experience consultancy at Adept. Jack has been working for Adept for over six years since joining as an apprentice and is now learning niche skills at Drax. Both graduates are enjoying the opportunity to increase their wider knowledge of the industry. Hollie is also co-chair of the ICE Yorkshire and Humber Early Careers Network and has been sharing details of networking events for the engineering graduates, students, technicians, and apprentices with our team.

CARE concern with wellbeing

We believe that supportive, welcoming workplaces positively influence the physical and mental wellbeing of staff. We also acknowledge that times of stress are unavoidable in most workplaces and can affect people in different ways, sometimes unseen.

We have taken the following steps to support our teams:

Happy, healthy workforce

Team-based working structure

Employees work in small, familiar teams and everyone is assigned to a director. Management and team leaders work amongst their teams, which we find improves communication and knowledge-sharing.

Flexible working policy Post-Covid, we implemented a new working strategy to better respond to the changing needs of our staff, and support those who wished to include an element of continued remote-working. We make sure that staff have suitable alternative workspaces, have the necessary IT equipment, and can communicate effectively from wherever they are.

Wellbeing Champions Each office has a workplace-nominated person available for a confidential, face-to-face chat at any time.



We have joined the Mindful Employer Plus scheme. This initiative is governed by the NHS and provides independent and confidential support for employees from trained experts. Staff can access face-to-face support and a free confidential 24/7 helpline.

Mental Health First Aiders In 2023 we trained two mental health first aiders.

Fruit deliveries Free fruit from a local provider is available to all staff and visitors to support general health and energy levels.

Staff benefits

Cycle to work scheme Our bike scheme promotes health and fitness, as well as reducing the carbon outputs associated with car travel. Employees can receive support up to a value of £1,500.

Octopus Electric Vehicles We have launched this salary sacrifice electric car scheme in partnership with Octopus.

The Mill Worker's Card offers discounts to employees in Leeds from businesses within our office complex.

Gym contribution We offer staff £20 per month to help pay for gym memberships.

Share options scheme

As part of offering our staff future career incentives and direction, we are currently developing a scheme that will provide financial reward to our younger management team. We believe this will add further engagement opportunities to employees to feel invested in the success of the company.

Social and wellbeing activities

We allocate our **Social Committee** with £360 per staff member annually. This enables them to promote social, health and wellbeing activities that encourage people to relax and hopefully try something new.

Staff in all offices have enjoyed a variety of fun activities close to home and further afield, including:

York Races

Staff BBQs

Christmas Parties

Games

- Bingo
- Bowling
- Shuffleboard
- Sixes Cricket
- Point Blank Shooting
- Darts

Weekends away

- Liverpool
- York

Local Beer Festivals

Food Club



Wellbeing projects

Chesterfield Royal Hospital

opened around the 75th anniversary of the NHS, the charity-funded **Health and Wellbeing hub** is a great example of teamwork and coordination between the design consultants and local hospital, community and businesses. Benefitting from early engagement with stakeholders, it is designed to support its community of colleagues with a range of wellbeing services, including a gym, counselling rooms, and areas for complementary therapies and consultations. A-rated for energy efficiency, it achieved the RIBA 2030 Climate Challenge embodied carbon target for 2025.



St Anne's School and Sixth Form

is a purpose-built single-storey SEN school for 115 students, which places the wellbeing of students at its core. Extensive stakeholder consultation helped the design accommodate the needs of the users. It provides a therapeutic centre with sensory facilities and hydrotherapy pool. There is an integrated three-storey residential block of apartments providing accommodation for on-site staff and to enable parents and carers to stay with students.



Construction accounts for around 40% of global carbon emissions.

We are committed to reducing our impact on the environment through our design choices and our operation as a company.

Serious about change

Structural Engineers Declare

We were one of the earliest structural engineering consultancies to sign up to the Structural Engineers Declare petition. This was set up to unite our industry with a common goal to meet the needs of our society without breaching the earth's ecological boundaries. Attaining this goal means we must reduce both embodied and operational resource use.

Our **Environmental Management System** is accredited to ISO14001. We follow this framework, which provides assurance to management, employees, clients, and external stakeholders that environmental impact is being measured and continuously improved.



What are we doing?

Sustainability Leads We have designated two members of staff to drive our sustainability agenda. They monitor our progress whilst also organising and promoting relevant training and circulating essential new technical information.

Carbon Meetings We hold quarterly internal meetings to discuss emerging sustainable engineering techniques so that we can advise our customers on the latest policy guidance. Our Sustainability Leads monitor the embodied carbon of business operation and design projects.

Engagement We are undertaking greater engagement with companies offering lower carbon products to review their suitability for use in schemes, such as insulated structural panels, timber frame, low carbon concrete, light gauge steel framing, and modular solutions prefabricated offsite.

Supply chain We created a bespoke Sub-Consultant Assessment Form to ensure that our hand-picked supply chain of SMEs clearly demonstrate commitment to the environment, training, and collaborative working practices.

Training A proportion of our internal CPD focuses on investigating how we can reduce carbon outputs through design, e.g. we hosted a workshop from Aggregate Industries to discuss their ECOPact green concrete mixes, a lower carbon alternative to more traditional mixes.

Carbon reduction in Business Operation

We have been operating as a **climate-positive business** since 2020, offsetting 110% of our carbon footprint using VCS-verified projects.



EARTHLY

CLIMATE POSITIVE BUSINESS

We are working with an active global movement in climate-positivity to reduce our carbon outputs as a business.

Earthly is part of accelerators and networks run by exciting, future-focused organisations. They work with a consultation group of the Taskforce on Scaling Voluntary Carbon Markets and are part of the Science Based Targets Network corporate engagement programme.

They help us invest in improving the planet using high quality, nature-based solutions that remove carbon, restore biodiversity, and improve livelihoods within communities. We support specially selected trailblazing schemes that contribute to the UN's 17 Global Sustainable Development Goals.

Benefits include:

- alleviating poverty and generating sustainable employment
- increasing access to education and vital medical care
- funding community-run ecotourism
- selective reforestation and carbon capture
- preventing illegal deforestation
- biodiversity
- wetland restoration and water filtration
- coastal storm protection
- preserving wildlife

We have removed 160.82 tonnes of carbon, which is the equivalent to removing the footprint of either:

- 1 million km driven in a car, or
- 40,205 cheeseburgers, or
- 643 hours flown!

Recycling

We are participating in a scheme to **recycle hard hats** worn by staff on site to prevent them going to landfill once they exceed their short lifespan.

We also choose to purchase only refurbished IT equipment. All offices source their new laptops and computers from the **Dell Outlet**, which provides Certified Refurbished Laptops, Desktops and Workstations.



Carbon reduction in projects

After signing up to the UK Engineers Declare petition, we have been taking steps to significantly increase the carbon efficiency of our design workflow using software and informed design choices.

What are we doing?

We use the **Structural Carbon Tool** as promoted by IStructE, which allows a more standard calculation presentation across the industry. This, along with the use of software such as **OneClick LCA plug-in to 3D Revit models**, allows us to consider the carbon footprint of our designs and take a whole-life carbon assessment of a scheme. We undertake an **embodied carbon assessment** on most projects, even if not requested by the client, and we use it to build a database for projects. It is a particularly useful tool to use at scheme design stage, enabling clients to make a proactive choice by comparing materials and structural options.

We advise on carbon neutral products and materials and propose efficient use of resources such as recycled aggregates. To reduce waste, we embrace digitisation and BIM, which aids design and co-ordination through every stage of a project. Our more efficient re-design of the structural steel solution for **St Anne's School and Sixth Form College** allowed us to reduce the steel by one hundred tonnes and lower the scheme's embodied carbon output by 464 tonnes.

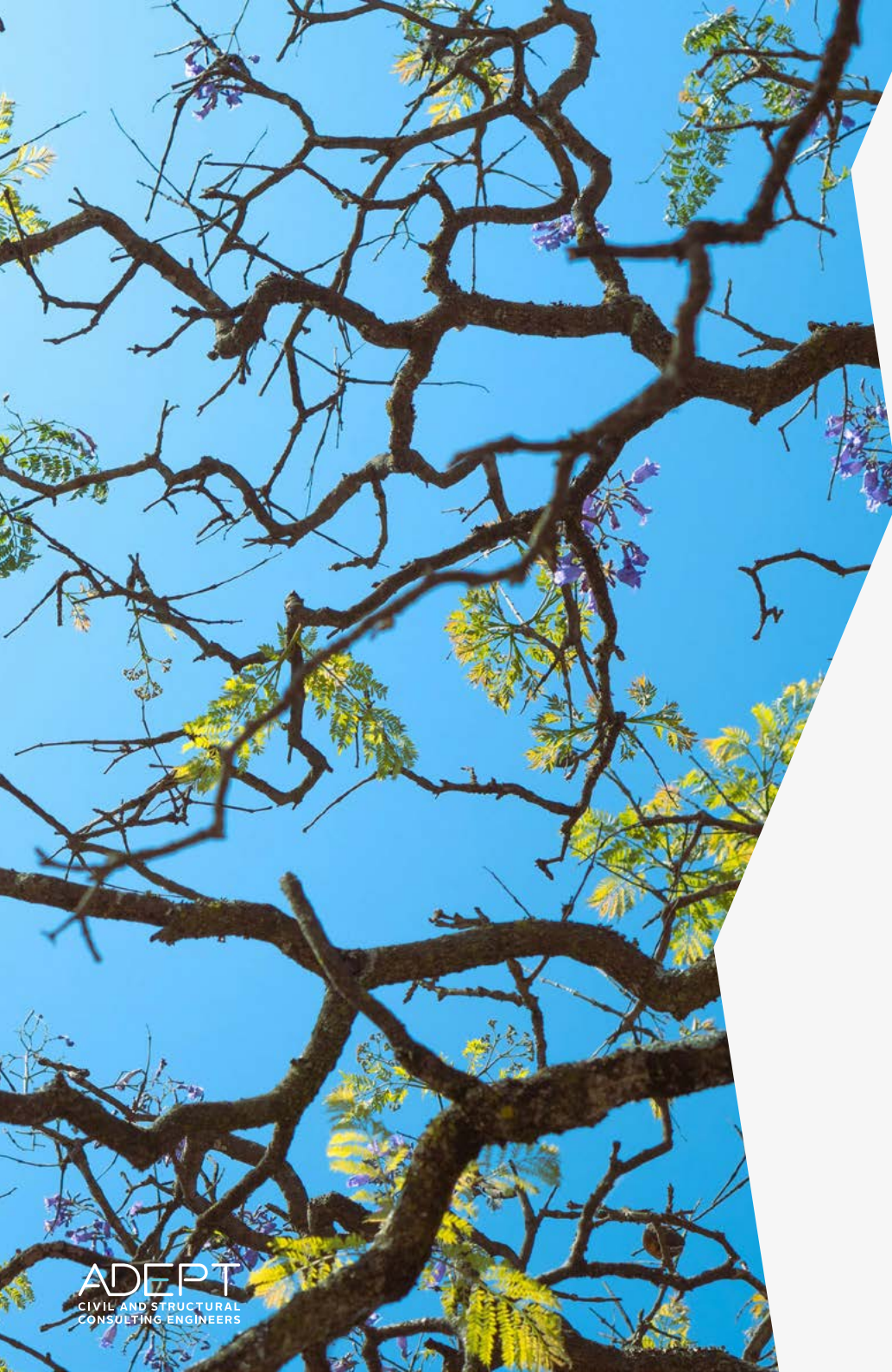
We helped develop the sustainable design solution for **St Mary's Primary School** in Derby, a flagship primary school for the DfE. The new building will be net **zero carbon in operation** and its **biophilic design** connects users to nature, to boost creativity, productivity, health, and wellbeing. The structural insulated panel system provides thermal insulation, fire safety, and acoustic benefits. External spaces extend the classrooms where the landscape integrates play, relaxation, forest school and sporting activities. Green spaces interlink to weave carefully around existing trees.



We acted as design-checker for the **Geminor Waste Hub** in Hull. This waste facility diverts black bin rubbish from landfill by processing it into a refuse-derived fuel. The fuel is directed to a nearby power plant, which converts it into electricity to power an impressive 43,000 homes.

We consider the carbon outputs of geotechnical processes such as site cut & fills and promote sustainable urban drainage systems (SuDS) such as swales, infiltration ponds, wetlands, and green roofs. If well designed, these can minimise the chance of flash flooding, reduce water pollution, create green spaces, provide wildlife habitats, and increase biodiversity.

We have helped secure planning for **Saltaire Riverside Estate**, an innovative residential scheme within a UNESCO World Heritage Site. We are collaborating with the landscape architects to integrate SuDS. Garden streets and rain gardens will combine as swales to control, filter, and direct surface water into the underdrain system and onto a landscaped flood plain park. This is a creative and effective surface water management system that will reduce the attenuation requirements and allow residents to physically connect with water.



Extending, re-purposing, and refurbishing existing buildings is inherently more sustainable and an essential part of achieving net-zero carbon emission targets.

Our project for **Askham Bryan College** is a **highly sustainable development** with low embodied carbon, low energy demands, and a natural ventilation strategy. A new extension to an existing modular building forms a cloistered courtyard with existing buildings on site. Featuring a sedum green roof, the north-facing rooflights provide natural light and boost stack ventilation. The asymmetrical main structure of new teaching spaces uses a spruce glulam frame, with walls constructed from local handmade bricks, clay blocks, and partial sheep's wool insulation. Surplus rainwater is collected and filtered for use on site.

At **Leeds Mathematics School**, we helped **redevelop and refurbish an existing city centre building society** headquarters office, bank branch, and retail units, to form a 205-place, sixth form mathematics centre. As a regional beacon of education excellence, LMaS is dedicated to helping candidates from any background study mathematical subjects to the highest level within its small community of enthusiastic practitioners. Attracting students from all over the region, LMaS offers links to industry representatives and interaction with university students. We were awarded Consultant of the Year at Morgan Sindall Construction Yorkshire's Regional Supply Chain Awards, for our outstanding dedication and commitment to delivering this scheme.

Staff Training in Carbon Reduction

Our Sustainability Leads circulate relevant industry articles and legislation updates. Staff receive topical articles for example on the essentials of multi-storey building design, how design choices impact on embodied carbon, efficiency, and cost, as well discussing design strategies to address heating and cooling loads.

Supply Chain Sustainability School

Our team uses online training materials and webinars that explore the current energy landscape, the technical aspects of energy management and sustainable technologies, and the broader net zero strategy, and the policy within which energy decisions are being made.

CPD Aggregate Industries provided a seminar explaining their green concrete EcoPact mixes, which offer a **lower embodied carbon alternative** to normal mixes. Staff attended lunchtime webinars as part of a sustainability series run by The Concrete Centre covering **lean design**, contemporary solutions for energy efficient homes, and carbon capture in the cement sector. Staff in all offices used Teams to attend a reminder demonstration on the Revit plugin OneClick LCA for carbon **calculations**.

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