



Environmental, Social and Governance (ESG)

Report 2025

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WELCOME



Throughout this exciting stage of growth, we have remained committed to promoting engineering to young people, volunteering time to others, raising funds for charity, prioritising staff wellbeing, and supporting sustainability in our projects ”



Making a difference is very important to us.

Over the past year we have continued our positive expansion by strengthening our established bases, welcoming new team members, relocating our London base, and opening more regional hubs.

A new regional director, Jonathan Trickett, joined our Sheffield hub, helping us expand our reach and support our clients and partners across South Yorkshire. Keeping pace with our growing workload in the area, we have been making greater social contributions. As well as supporting local charities, we have employed two University of Sheffield graduates for year-long work placements, and attended careers days and local networking events to help showcase engineering to young people.

Driven by our ongoing success in the South, our London office has relocated to a bigger space in Farringdon that reflects our dynamic and innovative culture. Located in one of London's most architect centric districts, the move is helping us build closer relationships with design led practices, clients, and local partners, while cultivating stronger links within our immediate neighbourhood.

The addition of a new Hull office strengthens our ability to deliver community-focused schemes that are important to local people. Led by director Paul Gill, who recently celebrated ten years with Adept, we are well underway with new affordable housing developments, a large SEN school, and leisure facilities in the Humber region. Having a dedicated local presence helps us understand priorities in the area and strengthens our relationships with clients and business partners.

Responding to increasing business in the Midlands, we also opened a new regional base in Birmingham. The office is led by new directors Leigh Taylor and Charl Koorts, who bring significant local knowledge to the team. As one of the UK's fastest-growing cities, Birmingham is undergoing extensive regeneration and infrastructure development. In a similar way to Hull, we hope that establishing local connections will help us directly support beneficial projects that contribute to the sustainable growth of the region.

I am pleased to report that over the past year we have maintained consistency in our social value strategy by concentrating on activities that make tangible long-term impacts, rather than one-off benefits. We continued to support charities with fundraising and volunteering activities, and achieved great success with our work experience programmes that help address the skills gap, mentoring students and trainees and promoting our industry.

Erol Erturan, Managing Director

ABOUT US

20%
year-on-year growth

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

Putting care, integrity and accountability at the heart of service delivery



75+

staff in
Leeds
London
Manchester
Birmingham
Hull
Sheffield



CLIMATE
POSITIVE
BUSINESS



ENGINEERING
ETHICS
BETTER TOGETHER

The founding
directors continue
to drive our business
forward.



Our social value priorities

Social Value is the additional benefit created through our work, going beyond the successful technical delivery of a project.

Sustainable growth and opportunities

We clearly demonstrate significant investment in the future pipeline of engineering talent. We have committed time and resources to meaningful collaborations that help address more systemic industry issues, such as skills shortages and under representation within the profession. Keen to positively influence young people, we continue to partner with selected external education providers to outline pathways into our industry and offer meaningful work experience.

Future-proofing

Organisational resilience is important to us, so we prioritise retaining our talented performers with opportunities for upskilling, progression, and promotion. The stable growth and retention of our workforce is a good indicator that our people feel valued, supported, and included. We are also monitoring how the expansion of artificial intelligence may be used to develop improvements in our industry.

Community value

We continue to support local authorities, housing associations, and developers with projects that have positive community impacts by aligning with wider improvement strategies. We believe schemes have better outcomes when activity responds to local need and develops in collaboration with community partners. Our consistent support of certain charities is a deliberate action that is very important to us. Our regional teams have influenced the choice of fundraising activities that best reflect community need around our offices.

Environmental action

As engineers in practice, we try to demonstrate ethical leadership. Addressing environmental considerations is central to ensuring our built legacy helps to mitigate climate change. However, balancing environmental ambition with the successful delivery of projects is an ongoing challenge. By consistently demonstrating environmentally responsible behaviours and promoting climate-conscious design strategies early in projects, we can positively influence decision-making by clients and contractors.



OUR VALUES

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



**ENGINEERING
ETHICS**
BETTER TOGETHER

ACHIEVEMENTS

2024–2025

11

work
experience
placements

22

charities
supported

130

hours of
voluntary
work

15

employees on
ICE Training
Agreement
scheme

24

weeks
of work
experience
provided

4

newly
qualified
engineers

6

careers
events
attended

7

apprentices
supported

£6,320+

donations and
sponsorship

2

year-in-industry
placements
completed

helping
communities
grow and
prosper

We are helping to deliver significant regeneration schemes which renew and reconnect buildings with their local communities.

Applying knowledge and expertise gained from successful similar schemes, our design input helps to improve buildability, minimise materials, and efficiently resolve site issues.

Brighouse Market Redevelopment

Designed in response to community consultation, this essential scheme forms part of the government-funded Town Deal helping Calderdale Council regenerate key areas of the town centre. Although popular, the previous market had developed issues with antisocial behaviour, an inflexible layout, flood risk, and security. Transforming it into an attractive, contemporary environment, with improved accessibility is increasing pedestrian footfall and boosting new trade. Fixed market stalls with mains water, drainage, and power are fully let, providing a secure, permanent home for long-standing traders, and helping small independents gradually scale-up into bigger local shops. Our solution mitigates flood impacts and increases long-term robustness. A distinctive entrance structure and decorative gates contribute to place-making and civic identity within the public realm. Now a true social hub contributing to positive social connections and wellbeing, the flexible central community space can host additional pop-up stalls and public or private events.



Rotherham Markets

Progress continues on this major redevelopment of the town's indoor and outdoor markets, forming new trading spaces alongside a multi-functional community space and community library with a café, meeting rooms, and offices for local businesses. Following demolition works and removal of the original canopy structure, the first phase of works to rebuild the outdoor covered market and create the new library is almost complete. The adjacent indoor market has remained open but will be temporarily closed and refurbished once the covered outdoor market and new library are complete.

We strengthened the existing support columns using new steelwork, so that they and the original ground slab could be retained and incorporated into the new proposals. The new market frame is a braced, free-standing steel structure for flexibility, but the column positioning was deliberately designed to match the existing basement members below, creating an irregular grid of differing spans that efficiently transfers additional load. The L-shaped, three-storey library frame has been erected, and the subcontractor works for SFS, brickwork, and cladding are underway. Phase Two works will begin on the indoor market and public realm later this year, with full project completion expected in 2027.



helping communities grow and prosper

Freshney Place, Grimsby

We are supporting design and delivery of this £50m scheme to redevelop a shopping centre into a multi-use community destination combining retail, leisure, healthcare, and community space. With construction now underway, it is exciting to see tangible built progress, with completion expected in 2027. Led by North-East Lincolnshire Council and backed by government funding, it is one of the largest investments in the town's history, boosting local confidence and creating employment opportunities for long-term economic and social renewal.



Central London Samaritans HQ, Marylebone, London

Volunteers at this charity help vulnerable people reduce feelings of isolation by delivering 24/7 emotional support all year round. The refurbishment has transformed an empty, two-storey office building into a warm, welcoming, purpose-built environment with a call centre, face-to-face rooms, meeting suite, offices, and bedrooms. We supported the architect's internal reconfiguration design strategy, which overcomes the spatial constraints of the narrow linear plot whilst meeting conservation area requirements, accessibility needs, and increased M&E and acoustic demands. Having created multi-use meeting rooms available for hire by other charities and third sector groups, the building will also help the charity generate income.

Datacloud Global Congress 2025

Two of our directors spent a useful week at this conference in Cannes meeting digital infrastructure companies shaping the future of data centres, cloud and artificial intelligence, and discussing how it could drive design efficiencies in our industry. We learned more about the emerging trends for 2026 and gained insights into the primary challenges, including filling talent gaps and creating partnerships for growth, and managing the associated rising energy use by sourcing renewable energy options, increasing water efficiency, and minimising carbon outputs.



DATA CLOUD
GLOBAL CONGRESS
2025

Housing Community Summit 2025

This event in Liverpool was a collaboration between the National Housing Federation and the Chartered Institute of Housing. We engaged with regional and national policy makers on how they and other local authorities are tackling the housing crisis, covering topics such as building successful communities, policy updates, like the Decent Homes Standard, and addressing the skills gap in the housing workforce. Interesting points were discussed around how some southern councils are using offsite manufacturing for development schemes, despite the skills shortage in the region.



helping communities grow and prosper

Recognising innovation

We combine our workforce development with continuous investment in up-to-date technology, enabling us to maintain clear communication and design clarity with the rest of the project team.

St Mary's Catholic Voluntary Academy, Derby

In its first two years post-completion, the excellent outcome of the biophilic school has been recognised multiple times by the industry:

- Healthy City Design Awards 2025 (Healthy Social Infrastructure)
- Education Estates Awards 2025 (Judges Recognition & Inspiring Learning Spaces)
- RIBA East Midlands Awards 2025 (RIBA East Midlands Award and Sustainability Award)
- Insider Media East Midlands Property Dinner 2024 (Sustainability Award and Highly Commended for Construction Project of the Year)
- Structural Timber Awards 2024 (Education Project of the Year for Innovare Offsite)
- AJ100 Awards 2024 (Sustainability Initiative of the Year)
- Derby Civic Society Award at the Brighter City of Derby Awards 2024 (New build award for UK's greenest primary school.)



Insider Media - Property Awards Yorkshire 2025

We were shortlisted for **Consultancy Firm of the Year**, for our ability in project delivery across the commercial and residential sectors.

The Fold project was shortlisted for **Residential Development of the Year** (100+ homes). Nearing completion, the former Park Lane College Campus has been transformed into a sustainable and 100% affordable housing community. The much-needed range of houses and apartments are for social rent, shared ownership, and rent-to-buy. Part-funded by Homes England, the homes feature air-source heat pumps and solar panels to minimise running costs. Hard infrastructure has been carefully balanced with soft landscaping, protected trees, green space, and wildlife habitats.



Pagabo Awards 2025 - Best Collaboration Project - Winner

A successful expansion scheme at **Leeds City Academy** for the White Rose Academies Trust was recognised nationally for its significant contributions to public sector procurement and community engagement. Achieving high levels of collaborative teamwork, the strength of its shared vision was acknowledged as an inspiration for future multidisciplinary collaborations. Led by Morgan Sindall Construction, an expansion at this inclusive academy is almost finished. Flexibility has been designed-in to the steel-framed extension, which provides eleven new teaching spaces, science studios and laboratories, a dedicated music room and practice areas, breakout spaces and extended dining facilities, and upgraded infrastructure including a new substation and external works.



"Adept's expertise was invaluable in navigating the many unknowns within the existing structure and developing practical, well-considered solutions. Despite the project being relatively small, it was technically tricky, and the team approached it with clarity, confidence and attention to detail"

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Procure Partnerships Framework - National Project Excellence Awards 2025

Lichfield Leisure Centre for Lichfield District Council was nominated for **Project of the Year – West**, in recognition of the excellent teamwork achieved during delivery. Completed last year for Lichfield District Council, the new £9.5m multi-functional leisure hub in Stychbrook Park replaces the previous ageing centre with a new 25m six-lane pool, gym, fitness studios, and dance spaces. By catering for all ages and abilities it aims to increase community participation in sport and leisure. ReCreation, a company instigated and supported by UK Olympic and Commonwealth swimmers, has helped the Council consult the community on safe, inclusive access. We designed our structural proposals to accommodate the installation of nearly 400 solar panels on the centre's roof which generate clean electricity. Around 90% of the power will be used on site, cutting the building's annual carbon footprint by about thirty-five tonnes. Over its lifetime, the system could save the centre more than £160,000. Any surplus power can be sold to the grid, building a community fund worth over £150,000 to support projects delivering local social and environmental benefit. The delighted ReCreation team said of Adept:

"We're proud to partner with a team that brings high-quality engineering, innovative thinking, and shared values to every project. Here's to shaping better spaces and stronger communities together"



Constructing Excellence Yorkshire & Humber Award – Regeneration & Conservation 2025

The £27 million transformation of the **Mabgate Campus** for University Centre Leeds and Leeds City College was nominated for this prestigious regional commendation. The Award recognises projects that successfully revive, repurpose, or enhance existing places while respecting heritage, local character, and community value. It showcases excellence in delivering long term social, environmental, and economic benefits through thoughtful regeneration rather than demolition-led development.

College House, the first of two new five-storey buildings, has been handed over and is providing purpose-built learning space for University Centre Leeds. The reinforced concrete frame used post-tensioned flat slab floor plates to create a thin structural floor zone, minimising the building's height whilst meeting fire and acoustic criteria. The post-tensioned concrete floors cut embodied carbon by 20%. Works to the Enfield Centre are also largely complete. The welcoming, inclusive facility supports students using specially designed classrooms and shared spaces.

Refurbishment of Studio24, an historic arts and events space, is underway, and the new refectory structure and external works are also ongoing. Full completion of the scheme is expected by the end of this year. Blending industrial heritage with innovation, the completed mixed-use transformation will be a showcase of sustainable and forward-thinking design.



helping communities grow and prosper



Volunteering and fundraising

Sheffield Children's Hospital Charity

We sponsored a snowflake on the main hospital building **£600** and attended the **Snowflake Switch-On** celebration before Christmas, an uplifting campaign helping to raise money for respite care and outdoor learning programmes that can transform the lives of vulnerable children. We also held our own **Christmas Bake-off** competition raising an additional **£184**.



Macmillan Cancer Support - Darts Marathon

We teamed up with Heb Group, Marlborough Construction Services, and IBN Scaffold Access to form the Kirkland Arrows. Located at one of our completed schemes, Kirkland House Autism Unit in Leeds, the team played continuously for 11 hours and 37 minutes, together **raising over £800**.

St Vincents Centre, Leeds

Our best quizzers formed two teams to take part in a **Curry & Quiz night**, with the proceeds going to a vital local charity that provides advice, support, education, and a safe, welcoming community space in East Leeds.

Manor Academy SEN Secondary School Volunteering Day, Manchester

Seven willing volunteers from our Manchester team braved the rain to refresh the school's playground by weeding, planting, and removing tired play equipment. Pam Symonds, Head Teacher at Manor Academy said,

"The staff and pupils at Manor Academy would like to give you a heartfelt thank you for the time and effort you put into making our playground amazing. The weather was lousy but all of you carried on with a smile on your faces which was mirrored when our pupils saw the wonderful changes you had brought to the playground. The planters look beautiful and everyone loves the backdrops on the fences. This transformation could not have happened without you giving up your time and we truly appreciate it. You are an amazing group, Thank you."



St. Luke's Community Centre, London

Our London team decided to use their Secret Santa funds to give back to the local community, visiting the centre to donate children's gifts to their **Christmas Toy Appeal**.



Talkthru

Two members of our Leeds team completed an exhausting but rewarding day volunteering for this Huddersfield-based charity, helping them move their items to their newly renovated premises. This charity provides free, compassionate counselling and support for anyone affected by pregnancy loss or facing difficult pregnancy choices, and they said about our efforts on moving day:

"Adept's hard work and dedication made such a difference, we honestly couldn't have managed the day without them. Please pass on our heartfelt thanks; it was hugely appreciated."

helping communities grow and prosper

Martin House Children's Hospice - Property and Construction Netwalking Events

Under a new initiative for us, we teamed up with Mountain Boardroom to host and sponsor three fantastic, guided countryside walks around Ilkley, Knaresborough, and Saltaire. These events enable small groups of industry professionals to network, whilst also raising money for charity and boosting wellbeing through fresh air and exercise.



LandAid

We donated over **£500** and participated in the LandAid Yorkshire Ambassador Quiz during the UKREiF conference, a very entertaining evening although we didn't win. Dedicated to supporting young people facing homelessness, **the event raised £3,800 for the WomenCentre Charity.**



Business for Birmingham Netwalking

We participated in two themed events - a 'Luau Party' walk for Prostate Cancer UK, and an Oktoberfest walk raising money for Samaritans.



Wharfedale Three Peaks for Sue Ryder Wheatfields Hospice

We successfully completed the difficult 28.8km ascent and descent of Great Whernside, Buckden Pike, and Birks Fell in the Yorkshire Dales within the 11-hour deadline. The challenge was undertaken in memory of our much-loved friend and colleague, Paul Watchorn, and in recognition of the exceptional end-of-life care provided by the Sue Ryder Wheatfields Hospice in Leeds. **Exceeding our target, we helped to raise £1,530 for this excellent cause.**



Weston Park Cancer Charity, Sheffield

We sponsored a Last Friday Club built environment networking event £237.50. Combined with donations collected on the day, **the event raised £450** towards supporting the charity's vital, pioneering research and clinical trials.



Leeds Children's Charity at Lineham Farm

Team members donated new toys and games for children of all ages to support a Festive Gift Appeal.



helping
communities
grow and
prosper

Royal Manchester Children's Hospital Charity (RMCH) – Ellesmere Golf Day

Golfers from our Manchester and Leeds offices joined forces to host this guest event, raising funds for the largest and busiest children's hospital in the UK, which provides world-class, specialist care.



The Wakefield Children's Bed Appeal - Walk with Wakey

Supporting Gleeds with their social value commitments under the Wakefield Council framework, we joined the Wakefield Trinity Community Foundation to walk eight miles ahead of the 8pm kick-off between Castleford Tigers and Wakefield Trinity. We gave £250 to the initiative, which **raised an incredible £6,745** to exceed the £5,000 target. Image courtesy of the Wakefield Trinity Community Foundation.



Sandal RUFC

We sponsored a boxer £500 at a fundraising event for this sports club.

The Christie Charity – football tournament

We supported industry colleagues HBL Associates by sponsoring their five-a-side football tournament over £500. The Christie Charity provides enhanced care and assistance to cancer patients. Image courtesy of HBL Associates.



Teenage Cancer Trust and Yorkshire's Brain Tumour Charity - Charity Golf Day

We entered four of our keen golfers in a special golf day in memory of Cameron Dale, the son of an ex-colleague, who sadly passed away. The event raised an amazing £6,210, which was divided between both charities. We will be supporting the event again next year.



St George's Crypt, Leeds

Four staff joined in with the kitchen and housekeeping teams for a day at this Leeds-based charity. Supporting people who are homeless, vulnerable or in recovery, they provide food, shelter, clothing, and wellbeing services, running charity shops to help fund their work.

leading by
example

We were delighted to retain the skills and experience of our long-serving team members in 2025.

Celebrating their ten-year milestones were director **Paul Gill** and senior structural technician **Gary Hutchinson**. Reaching five-year milestones were director **Gareth Shepherd**, senior civil engineer **Johann Zeuner Griffiths**, and civil & structural technician **James Watchorn**. Each continues to make a valued contribution to our company's success.



Paul Gill



Gary Hutchinson



Gareth Shepherd



Johann Zeuner Griffiths



James Watchorn

Developing Talent

We supported **fifteen employees on our ICE Training Agreement scheme during 2025**, providing them additional internal training sessions as they work towards EngTech, IEng or CEng status. **We continue to support six apprentices across our current team**, and celebrated various achievements in individual career progression:



Dipesh Mistry was promoted to Civil Engineer just sixteen months after joining us as a Graduate Engineer and having demonstrated exceptional dedication and hard work.



Civil engineer **Jack Stokes** in London was promoted to Associateship, in recognition of his consistent performance, commitment, leadership, and dedication to mentoring junior staff.



Johann Zeuner-Griffiths was promoted to Senior Civil Engineer. Johann is an outstanding mentor to our junior staff and consistently delivers an excellent level of service to our clients.



Civil engineer **Robert Rigge** in Manchester was also promoted to Associateship, in recognition of his consistent performance, commitment, leadership, and dedication to mentoring junior staff.



Tom Hogan was promoted to Senior Structural Engineer. Tom has made exceptional contributions to major regeneration projects and the delivery of our residential portfolio.



Associate Structural Engineer **Adam Clarke** received his Civil Engineering Chartership from the ICE, having started with us eleven years ago as a Structural Engineer and BIM Coordinator.



Women in Engineering

Principal Engineer **Sandra Hartley** has been a valuable senior member of our team for over two years. Throughout her career she has been challenging the expectations of others and helping to inspire the next generation. Encouraged by a sixth-form outreach programme for women in science and engineering, her decision to pursue Civil Engineering at the University of Leeds was influenced by the fact that 20% of its intake were women. Although still a male-dominated course, it boosted her belief that she could turn her love for drawing, design, and problem-solving into a successful career. She says,



“When I started work, I was the only female engineer in an office of about eighty. I remember going to site meetings and being asked if I’d come to take the minutes.”

But encouragingly, she notes that,

“It’s no longer out of the ordinary to have women engineers.”

Sandra believes that greater representation of women in senior roles and options for flexible working remain integral to making our industry more inclusive and accessible.

Institution of Civil Engineers (ICE) QUEST Technician Scholarship

Civil engineering apprentice **Isabella Arenas**’ hard work, ability, and future potential was recognised with the award of this financial support towards pursuit of her ICE IEng qualification in the next few years. Isabella has made significant technical progress over the last two years, having been supported on a wide variety of projects. There is no substitute for hands-on experience when developing your strengths, so the combination of internal mentoring and external ICE training is helping her rapidly build her self-confidence and a well-rounded skillset.



Women in Property Student Awards - Midlands Winner 2025

Following a competitive interview and presentation to the judging panel, structural engineering apprentice **Imogen Dawe** was delighted to win this commendation. Since joining our London office, she has embraced every opportunity to learn and develop, from making solo site visits to offering innovative contributions to sustainable design solutions. The awards highlight the importance of linking industry with talented degree students to improve awareness of career options, and we are proud to see Imogen’s hard work, talent, and creativity recognised.



leading by example

Employee Mentoring

In our collaborative working environments, skilled and knowledgeable senior engineers provide valuable mentorship to our trainees and graduates. Supporting professional development helps our engineers become better problem-solvers and confident communicators.



"Over the years, I've received valuable mentorship from a number of engineers at Adept. This guidance has been instrumental in constantly improving my abilities and expanding my knowledge base. It has definitely helped me grow in my role and become more proficient in my work."

Gary Hutchinson, Senior Structural Technician



"I've genuinely loved my time here. I've learnt so much throughout my placement, and everyone has been incredibly welcoming and always ready to help. I'm really grateful for the support and encouragement I've received."

Rohan Knight, Six Week Placement

"Over my six and a half years at Adept, the mentorship and guidance I've received have been invaluable, building my confidence and skills to take on leadership roles and run projects independently, making a meaningful impact in the Civils Team."



Aaron Topping, Civil Engineer

"Since joining Adept I've been offered so many opportunities on a variety of projects. It's been great to take the technical knowledge I gained at university and start to apply it to a range of scenarios. I'm grateful to be learning in a practical way and my motivation to improve and start a career in the industry has increased massively."



Hollie Wilson, Year-in-Industry placement



"Working under the guidance of senior technicians has provided valuable insights. Their advice has helped me navigate challenges, refine my approach to problem-solving, and make more informed decisions."

Hamza Mughul, Graduate Structural Technician



"From the very start of my placement I have felt welcomed and had the opportunity to develop new technical skills and practise some existing ones in real-life scenarios. I have learnt a lot about how the industry operates, which has helped me think about life after university finishes and what my career might look like."

Dziugas Klinga, Year-in-Industry placement

Excellence in projects

South Yorkshire Institute of Technology (SYIoT) at Barnsley College

Opened in 2025, the £15m transformation of the 93-year-old Art Deco building into a world-class hub for STEM-based further education helps young people and adults fulfil their potential. Connecting students with local employers, it offers higher level technical qualifications, professional training, degree level study and higher apprenticeships in engineering, construction, and IT, also offering courses for adults looking to reskill or upskill. The building's architectural heritage has been carefully conserved and balanced with the creation of technology-rich internal environment. The holistic design strategy has improved energy efficiency in line with Barnsley Council's Zero 45 Decarbonisation plan.



Moss Nook, St Helens - Phase Three

On this £48m housing scheme redeveloping brownfield land in St Helens, we are delivering detailed civil and structural engineering design services for 295 affordable homes. Currently on site, our Manchester office has worked closely with the project team to minimise carbon outputs and delivery costs. We re-designed the proposed earthworks strategy for greater efficiency whilst maintaining an adoptable highways solution. We created a detailed cut and fill model that carefully worked around some existing contaminated ground and eliminated the need to import huge quantities of clean material to site. Partially funded by Homes England, this is the latest phase on the 95-acre masterplan, with earlier phases providing new homes, a sports facility, and a new spine road.



Goole Hub, Hull

Currently under construction, the new £17m community hub replaces the previous East Riding Leisure facility with an accessible destination building providing health, fitness, and leisure under one roof. Part-funded by the Goole Town Deal Fund, it is part of a wider strategy to stimulate economic regeneration and deliver vital infrastructure. Most of the ageing leisure facility was demolished, but the swimming pool building and sports blocks were retained. Linked by a new, two-storey atrium, the pool spectator area and changing facilities are being upgraded and overall environmental performance improved. 1,600 sqm of additional space provides a new food court, library, customer service centre, laser tag, 10-pin bowling alley, soft play, and learner pool with health suite.



joining forces
to increase
skills and
opportunities

Student Mentoring

We continue to work closely with schools, colleges and universities in our regions to provide mentoring, work experience, and placement opportunities to support the growth of the next generation of construction professionals. We have welcomed several year-out students and summer placements, all of whom made positive contributions to live projects and project teams.

Leeds Beckett University

Managing Director, Erol Erturan visited **Leeds Beckett University** to directly engage with students completing a Structural Engineering session as part of their BSc (Hons) Architectural Technology degree course. When the students were tasked with analysing the pros and cons of various structural materials and grids, Erol was able to share his expertise, offering valuable insights and guidance into the expected behaviours and outcomes of different scenarios. He emphasised the importance of collaboration between architecture and structural engineering and provided some practical advice on career development in the industry.

Erol commented,

“This initiative is just one example of Adept’s ongoing efforts to inspire and empower students, helping them navigate their academic paths and prepare for successful careers in the construction industry. Adept’s goal is to not only educate but also equip students with the tools and confidence they need to thrive in the dynamic world of construction.”



Principal engineer Sandra Hartley welcomed the opportunity to support second-year undergraduate engineering students at her alma mater, the **University of Leeds**, by providing real-world feedback and guidance on their steel scheme designs. Remarking on the positive experience, she said,

“I was truly impressed by the high standard of work and the students’ enthusiasm for learning. Their designs showcased great creativity and technical understanding, and their openness to professional feedback reflects their dedication to growth in the field of engineering.”

University of Leeds - Industrial Mentoring Programme

Through our links with the School of Civil Engineering, we support an ongoing mentoring programme for first-year undergraduate students through to MSc postgraduate students. Over the last three years, Director Gareth Shepherd has delivered lectures, conducted tutorials and workshops, and led site visits for architectural and engineering students to our University Centre Leeds/Leeds City College Development. This provides a valuable opportunity for trainees to witness the principles of civil and structural engineering in practice.

joining forces
to increase
skills and
opportunities

Oasis Academy Lister Park – Model Bridge Building

For the second year, and in conjunction with Ahead Partnership, our Leeds team hosted a brilliant workshop attended by more enthusiastic students from the Bradford academy. We worked together to explore how structural engineering shapes our environment and discussed pathways into engineering careers. Our programme of hands-on workshops is a fun way to share our time and skills whilst also appreciating the creativity and teamwork of the students. We continue to share awareness of the Apprenticeship and Technical Education (ATE) programmes.



National Apprenticeship Week

Our successful apprenticeship programme has run into its nineteenth year having supported eighteen apprentices since 2007; it is as old as we are!

We currently have seven apprentices employed across three offices. Trainee technician Tamzin Holloway is the most recent apprentice to join our Manchester office. She will soon begin her academic studies at the University of Salford whilst continuing to acquire hands-on experience with us. She has shown impressive enthusiasm and is already contributing to a range of technical tasks in the office. Tamzin is keen to develop her skills, and working as an apprentice within our project team will give her a solid foundation both academically and practically.

"I'm really enjoying working at Adept so far! Everyone has been so welcoming and supportive, and I'm learning loads already. I've loved getting hands-on experience and developing my skills and confidence."

Members of our team participated in numerous activities around the country demonstrating our commitment to connect with talented students and foster a diverse and inclusive workforce, including the following events:

Careers Fairs and Events

During National Apprenticeship Week, Structural Technician Anna James attended a Constructive Futures event in Leeds, a session which aimed to help bridge the skills gap in young people by offering guidance on career paths. The panel discussed their own diverse paths into the construction industry, and attendees heard from businesses leading the way in sustainability and biodiversity.

Anna also joined more colleagues taking part in a Civil Engineering: Making Connections Event at the University of Leeds, chatting with students to explain apprenticeships and the wide variety of engineering roles available in practice.

We attended the Oasis Academy Lister Park Careers Fair in Bradford to help young people explore different ways to kick-start a career in engineering. We encouraged interested attendees to test out a potential role by joining us for a work experience placement.



joining forces to increase skills and opportunities

Three of our team also attended the Placements in Yorkshire Networking Event at the University of Sheffield to discuss apprenticeship and work placement opportunities. Sheffield director Jonathan emphasised Adept's commitment to providing a wide variety of work experience, and our belief in the benefits of following an apprenticeship route. Jonathan was supported by civil engineer Johann Zeuner Griffiths and trainee civil technician and placement student Dziugas Klinga, who willingly shared their own journeys into engineering.



Our Sheffield office also supported the University of Sheffield's Civil and Structural Engineering Careers Fair, and at The University of Manchester's Civil Engineering Careers Fair, we answered some excellent questions from students keen to learn from real engineers in practice.



Apprentices on site

A group of our apprentices made a second site visit to our Rotherham Markets project, to review progress of the incredible £36m transformation taking place in phases over three years. We are leading the civil and structural engineering design to strengthen existing materials for continued use, design new steel framing and foundations, improve drainage, and support the creation of flexible, accessible spaces in the public realm. Seeing the real-world challenges first-hand on a complicated project, and feeling empowered to ask questions, helps our trainees grow in confidence and practical knowledge. Two more apprentice site visits are planned at future stages of the scheme.



"Since joining Adept I've been offered so many opportunities on a variety of projects. Everyone has been so approachable and keen to help me develop, it's exactly the experience I was looking for to progress my knowledge and skillset"

UKREiiF

Former apprentice and structural engineer Matt McGarvey has been making new industry connections and increasing his networking skills and experience. Encouraged and trusted to 'go solo' at the UKREiiF conference, he attended a fringe event to meet other property and construction professionals as well as several main event sessions and talks, including a networking event for young professionals and a lunch/panel session discussing the upskilling of young talent and how different disciplines can support each other. Matt also represented Adept at the LandAid Yorkshire Ambassador Quiz charity event during the event.



joining forces
to increase
skills and
opportunities



Work Experience

We hosted four year-in-industry placements across 2025, giving structural engineering trainees a valuable opportunity to assist with early-stage feasibility studies and the later-stage detailed structural design of live projects.

Sam Rix from the University of Leeds has joined our Leeds team, while **Hollie Wilson** from the University of Sheffield is splitting her placement to spend time working in our Leeds and Sheffield offices. Hollie says of her experience so far,

“I’ve been offered so many opportunities on a variety of projects. It’s been great to take the technical knowledge I gained at university and start to apply it to a range of scenarios. I’m grateful to be learning in a practical way and my motivation to improve and start a career in the industry has increased massively. Everyone has been so approachable and keen to help me develop. It’s exactly the experience I was looking for to progress my knowledge and skillset. I’m sure it will support my university learning and understanding when I’m back to Sheffield for fourth year.”



Nicholas Tvidad studying at the University of Sheffield completed twelve months with our Manchester team in 2025. He supported structural design coordination for a residential/commercial redevelopment and assisted with RIBA Stage 4/5 structural design and documentation for a technology centre refurbishment. This helped him develop stronger technical capabilities in using design software for structural analysis and detailing, alongside producing engineering drawings, reports and risk assessments. Importantly, he emphasised that the whole experience improved his understanding of real-world buildability through live collaboration with architects and contractors. Grateful for our Manchester team’s support, guidance, and trust, Nicholas said:



“Alongside the technical knowledge, my biggest growth came from developing key soft skills through working in a fast-paced, collaborative environment, including:

- Communicating clearly across multidisciplinary teams.
- Managing deadlines and taking initiative on design tasks.
- Problem-solving under real project constraints.
- Taking ownership of tasks and working independently with confidence.
- Adapting quickly to changing project requirements and deadlines.”

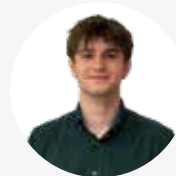
joining forces to increase skills and opportunities

Dziugas Klinga studying at the University of Sheffield also successfully completed twelve months with our Leeds Civils team. We are now sponsoring Dziugas during the final year of his studies and he will return to work for us on a permanent basis after graduating.

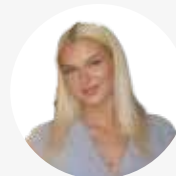
During 2025, we provided eleven work experience placements, including two undergraduate students on summer placements.



Rohan Knight studying at the University of Sheffield completed seven weeks with our Structures team in Leeds, gaining experience in distinct aspects of engineering consultancy. He completed design drawings and calculations for a live healthcare project and participated in various site visits. Rohan later visited our Sheffield office for a 'keeping-in-touch' day and may return to work with us again after he graduates.



Ella Plumb, trainee structural engineer at the University of Edinburgh, joined our Leeds team for a nine-week summer internship. Getting involved in a wide range of projects and regularly visiting site enabled her to develop a broader understanding of technical work, problem solving, and professional communication. Inspired by her positive and insightful few weeks, she said:



"The supportive and collaborative working environment at Adept has made this experience particularly rewarding. The social aspects of the company, combined with the professionalism of the team, created an excellent place to learn and grow."

Sarp Kaya joined us for a month long work experience placement in our Sheffield office prior to commencing his studies at the University of Manchester.

We also hosted four school-age students from Years 10 and 12 for a week's work experience in our Leeds office. Each pupil was encouraged to explore different aspects of our profession, by trying out typical design software for themselves, observing day-to-day activities, assisting with tasks, attending site, and/or joining in meetings. All placement students learn some of the basic functions of Revit software. They create a 3D concrete-framed building by working at their own pace through a series of tutorial videos. They set up models, add the structural elements and architectural features, create a site topography, and then create and export drawings. The students are encouraged to work independently with staff on hand to support them. To build confidence, they are offered the opportunity to make a short presentation at the end of their placement.



CARE concern with wellbeing



ADEPT
CIVIL AND STRUCTURAL
CONSULTING ENGINEERS

To help our colleagues reach their full potential, we support their physical and mental health in different ways:

Social and wellbeing activities

We allocate our Social Committee with £360 per staff member annually to fund valuable social, health and wellbeing activities. The committee builds the programme around the preferences of individual office teams, including darts nights, five-a side football, sixes social cricket, footgolf, go-karting, and an annual pool night. Each office also enjoyed a Christmas lunch, with many employees from all offices coming together for the annual Christmas party in Leeds.

New to this year's team-building programme for the Leeds and Sheffield offices was a Summer BBQ & Sports Evening, and the introduction of weekly after-work badminton sessions at a local leisure centre in Leeds that is open to all levels and proving to be popular.



A cross-office combined group enjoyed a cultural weekend break in Edinburgh, which provided an excellent balance of historic sightseeing, science, creativity, and some friendly competition!



Staff Benefits

Our document outlines our commitment to support the team in and out of the workplace and indicates the full range of benefits that we currently offer. Last year we shared updates to Sick Pay and enhanced Maternity/Paternity Leave.

Mental Health First Aiders

We supported World Mental Health Day as good health and wellbeing are essential for a thriving workforce. Our team benefits from the advice of trained in-house Mental Health First Aiders, access to 24/7 support through our Wellbeing Hub, and flexible working policies that promote balance. A new team member completed a programme with White Rose Training Yorkshire to become a Mental Health First Aider.



Mindful Employer Plus

We renewed our membership with this national initiative to help employers improve mental health at work.



Disability Confident scheme

We are members of the Government's Disability Confident scheme at 'Committed' level, reflecting our inclusive approach to employment and wellbeing.



Supporting Communities

Many of our built projects bring wellbeing and long-term community benefits, including the creation of better housing, inclusive education facilities, places to exercise, and versatile community spaces. We are also supporting the government's roll-out of community-based health and wellbeing services.

Woodlands Academy

Part of the DfE-funded School Rebuilding Programme, this L-shaped building provides accessible, inclusive teaching and wellbeing spaces supporting learners aged 2 to 16 with Special Educational Needs and Disabilities. Targeting Net-Zero carbon in operation and nestled within biodiverse landscaping, the energy efficient all-electric facility incorporates therapy, science, life skills, outdoor learning, horticulture, forest school, and a MUGA. Our structural design allowed for a ballasted biosolar green roof, where a vegetated roof area integrates with a photovoltaic system above it. Using a ballast system reduces the overall weight of the roof, minimises fixings, provides stability, and helps manage surface water run-off. We supported incorporation of rain gardens in the external landscaping, with the remaining impermeable areas following a controlled rate of drainage via attenuation. The new building has reduced the brownfield flow rate of the previous school by 30%.



Costello Playing Field and Pavilion, Hull

The changing pavilion and 3G multi-purpose playing pitch for Hull City Council provides essential new changing rooms for home & away teams and match officials, accessible toilets/showers, a Changing Places facility, and a first aid room. The year-round provision benefits the public, students, and sports clubs. It can be used by Hull College in the day during termtime and is also open for use by community user groups. The works also improve flood mitigation measures for the flood-prone site.



Leisure schemes with ReCreation

Following the successful delivery of Lichfield Leisure Centre, we are supporting ReCreation with further projects to upgrade community swimming pools and leisure centres and help transform the way communities access sport and recreation. ReCreation was founded by well-known Olympic swimmers Rebecca Adlington, Adrian Turner, and Steve Parry.

Bramcote Leisure Centre, Nottinghamshire

Planning has been approved for a replacement leisure centre offering better support for health, wellbeing, and community activity. Following consultation with residents, stakeholders and user groups, the final design includes a 25m six-lane swimming pool with a viewing gallery, a 20m training pool, a large fitness suite, spin studio and exercise hall. Roof PV will help reduce the carbon footprint of the building.



Withdean Swimming Pool, Brighton and Hove

The team is integrating a new five-lane, 25m community swimming pool into the existing Withdean Sports Complex suitable for leisure, clubs, health and rehabilitation use. The all-electric design will be fully inclusive and wheelchair-accessible, creating a community-focused facility promoting health and wellbeing.



CARE concern with wellbeing

Neonatal 'Home from Home' Unit

Developed in partnership with the Sick Children's Trust, the standalone building will sit adjacent to the existing Neonatal Intensive Care Unit at Bradford Royal Infirmary hospital. Once complete, it will provide comfortable overnight accommodation and support spaces for families with babies in intensive care. We are working closely with the design team to meet the project's sustainability goals using an energy efficient fabric first design approach. The design strategy uses a Structural Insulated Panel system (SIPs) and early engagement with the specialist manufacturers is helping us simplify the construction detailing whilst retaining flexibility. The solution also manages proximity to existing services, retained trees, sloping topography, and biodiversity requirements.



Ophthalmology Outpatient Clinic, Barnsley

Under Phase One of the government's 'Health on the High Street' programme, we assisted with the delivery of this new community-based outpatient clinic. It has been installed in the Alhambra shopping centre within Barnsley's central Glass Works, a hugely successful community regeneration project familiar to us from our work on Phase Two. Relocating some of the hospital's clinical services helps make healthcare visible and accessible within communities whilst reducing pressure on NHS buildings and resources. Our role included reviewing the suitability of the existing concrete frame structure for re-use and providing advice on the routing of new services.



Elm Grove, Sutton, South London

We are helping deliver around 282 new homes in Sutton Town Centre to support the Elm Grove regeneration scheme. Homes will be up to 50% affordable and are designed to respond to residents with different needs. Public realm improvements will help create a vibrant, welcoming neighbourhood for existing and future residents, incorporating new play areas, pedestrian routes connecting the estate to the town centre, and enhanced landscaping. Our civil and structural engineering input is ensuring compliance with HRB regulations, supporting a flood mitigation strategy, and helping to integrate green infrastructure for long-term site resilience.



fighting
climate
change

Taking our lead from IStructE's prioritisation of the circular economy, we try to minimise wasteful use of resources in design and promote the re-purposing of buildings, infrastructure and materials where feasible. For us, sustainability is about making responsible choices and designing smarter with existing resources.

Redeveloping existing buildings can be the lower-carbon option, and we advise clients on potential options to upgrade their existing building stock rather than viewing new build as the best or first option. We work with the design team to achieve better life cycle analysis and whole life carbon modelling, assessing opportunities to incorporate recycled materials. To help eliminate construction waste on and off site, we work with contractors to recommend ways to re-use existing good quality and high-value site-won material.

What are we doing?

Structural Engineers Declare Summit

Graduate Structural Engineer Imogen Dawe and Civil Engineering Apprentice Isabella Arenas attended the UK summit in person, where the focus was on practical ways to drive progress toward net-zero targets. Many enlightening topics were discussed around provenance and innovation in the supply chain, for example, how material choices impact sustainability outcomes, ongoing concerns about synthetic PFAS materials used in waterproofing products, and how a plant called Miscanthus can have positive effects on concrete. The summit also reviewed our industry's current progress with reducing embodied carbon in line with net-zero targets and how progress-tracking is being improved. We learnt more about how specifying homegrown timber supports the UK's domestic forestry industry and reduces embodied carbon from transporting imported timber. Although lower in strength, if we can consider it early using thoughtful collaboration between engineers, architects and contractors, we can tailor structural designs to use it successfully, and without the added carbon emissions or cost of imported timber. In line with IStructE guidance, we recommend specifying UK C16 timber wherever feasible in design projects.

IStructE Climate Emergency Conference

We attended the IStructE Climate Emergency online session, which explored core themes critical to industry change including company strategy, tools to assist lean design choices, and holistic material choices. Keynote speakers offered advice on establishing a clear internal company plan to achieve Net-Zero, and suggested ways to incentivise teams to follow lean design principles, e.g., by specifying lower-carbon concrete mixes, or considering recycled steel.

Sustainability Newsletter

Our newsletter was issued quarterly to all employees. It raises awareness of sustainable design decisions taken on our projects and disseminates current industry thinking. For example, one newsletter highlighted that IStructE had shared an illustrative study about a new design tool that helps structural engineers understand the impact of their design decisions on a building's embodied carbon. The conclusions encouraged engineers to focus harder on ensuring lean design and emphasised how material specifications and a sensible grid choice and loadings will help minimise embodied carbon. Each edition is compiled by trainee graduates and apprentices, supporting professional development while building confidence in technical writing and sustainability literacy.



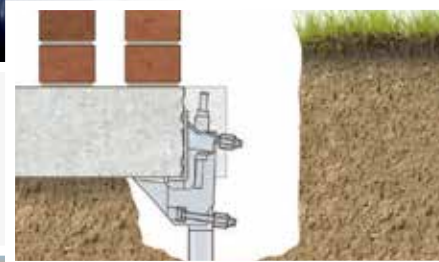
fighting climate change

Sustainability Training

Our Sustainability Leads circulated links to new training resources from IStructE and Cundall on Lean Design, Design for Zero, and the engineer's role in influencing Sustainability outcomes. Our employees have access to the Supply Chain Sustainability School's online training materials and webinars.

Example sessions from our 2025 CPD Programme include:

- MMC – best practice in light gauge steel framing
- Concrete repair and protection for refurbishment
- Carbon savings in tarmac
- Modern Methods of Masonry Repair with micro pile
- Stormwater management solutions
- Sustainable drainage



Carbon reduction in Business Operation

Our last corporate carbon assessment reported an embodied carbon output of 160 tonnes. Since 2020, we have been offsetting 110% of our company footprint by supporting the Rimba Raya project via Earthly, an active global movement that invests in high quality, nature-based solutions that remove carbon, restore biodiversity, and improve livelihoods within communities. As our workforce continues to expand with additional premises, we are conscious of monitoring and minimising our carbon outputs.



Carbon Meetings

Our Sustainability team meets quarterly to discuss improvements and offer ideas. These discussions have resulted in tangible actions, including the upgrade of ageing and inefficient office equipment and the introduction of timers to office heating systems to minimise wasted energy and stabilise comfortable working environments.



Carbon reduction in projects

In 2025 we helped deliver schemes that prioritised the innovative re-use of existing buildings and integrated robust sustainable drainage strategies:

Cheltenham Housing

Previously the location of Monkscroft School, planning permission has been received for seventy affordable, energy efficient homes set within large areas of green landscaping. Prioritising community and wellbeing, extensive amenity space will be created including public gardens, community 'grow spaces,' and a car-free green promenade. Our robust combination of SuDS techniques will manage surface water drainage and seamlessly integrate with the natural landscaping strategy. An aquatic pond will provide biodiversity habitats whilst performing an important water treatment function for hydrocarbons and other suspended solids, using a sediment forebay to reduce the pond's long-term maintenance. Additional hydrocarbon removal and enhanced flood resilience will be achieved using linear highway filter trenches, four dry swales with gravel surrounded by perforated underdrains, and an attenuation tank for remaining surface water storage. Multiple flow restrictions placed at the ends of the pond and the swales will encourage ponding, growth of aquatic plants, and habitation by wildlife. To protect existing trees, our design solution carefully ties into the existing levels around root protection zones.



The Old Bakery, Sheffield

We helped refurbish this prominent, corner-plot building in the city, as part of an exciting regeneration transforming the historic Castlegate area. To help maximise efficient re-use of the existing structure, we advised on careful remediation and material repair techniques, including crack-stitching the original facing brickwork to preserve and protect it for further years. This helped the developer retain and conserve the building's distinctive character and visual contribution to the streetscape.



Hull College - CITB refurbishment works

Using funding from Hull's Levelling Up initiative, this scheme involved the refurbishment of three different CITB areas to upgrade facilities and arrange teaching space more efficiently. The CITB building provides further education and vocational training in construction, the built environment, and engineering. We were brought on board to develop the outline proposals and provide a detailed structural design suitable for construction. After completing structural surveys, we designed new foundations, steelwork and timber mezzanines, and stairs.

MAN Truck & Bus, Stockton

We supported the conversion of a previously disused building into a high-tech vehicle testing and servicing centre. An excellent example of collaborative team delivery, the seven-bay workshop in the new facility scales up capacity to offer repair and maintenance services for small and large haulage vehicles, as well as having dedicated electric vehicle service and repair equipment. The refurbishment strategy minimised construction carbon outputs whilst future-proofing the facility for the company. Moving just half a mile also enabled MAN to retain employment of their entire local workforce.



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