



B CORP IMPACT REPORT

2024/2025

Certified



Corporation

A journey from good to great

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Introduction



As we share our 2025 Impact Report, I want to take a moment to reflect on the journey we've been on – not just over the past year, but over the past 25!

This year marks a major milestone for our Area brand, our design and build arm, as it celebrates 25 years of designing and building inspiring workplaces. Over the past two and a half decades, we've seen the workplace evolve dramatically – from cubicles and closed doors to collaborative, flexible environments that prioritise people, purpose, and sustainability. We're proud to have played a part in that transformation, and even prouder to continue leading it today.

It's been another year of growth across Fourfront Group. Our B Corp certification, which we achieved in 2023, continues to guide us. It's helped us stay focused on what matters – doing business in a way that's good for our people, our clients, our community, and the planet.

This report highlights the many ways we've brought that commitment to life:

Our Project Positive initiative – launched in 2024 – is becoming a key part of our sustainability and social impact strategy. Through this, we're not only helping clients track and reduce their environmental footprint, but we're also collaborating on community initiatives that reflect our shared values.

Internally, we've continued to grow stronger together. From expanding our NextGen network, to broadening our training and development programme, to building deeper connections across teams and offices, we're nurturing a culture of synergy, inclusion, and continuous improvement.

We've also had the honour of being named one of the Sunday Times Best Places to Work, placing us among the top 500 employers in the UK. That recognition means a great deal because it reflects how our people really feel about being here.

Looking ahead, we remain focused on delivering impact across the five pillars of our B Corp certification. With new B Corp standards on the horizon, we're preparing to evolve alongside them – strengthening our commitments and sharpening our focus.

Our '25 Moments That Matter' campaign is just one of the ways we're celebrating our legacy – by giving back through fundraising and community action throughout the year.

As always, none of this would be possible without the passion and creativity of our team – and the clients, suppliers, and partners who grow with us.

I hope you enjoy reading this report and seeing the impact we've made together. Here's to the next 25 years – and to continuing to build a business that does right by its people and the world around us.



Gary Chandler
CEO, Fourfront Group

www.fourfrontgroup.co.uk

www.area.co.uk

www.sketchstudios.co.uk

www.360workplace.co.uk

Declaration of Interdependence

Fourfront Group Annual Report 2024

About B Corp Certification

B Corp Certification signifies that a business meets high standards of verified performance, accountability, and transparency across various factors, from employee benefits and charitable giving to supply chain practices and materials.

For us, achieving B Corp Certification was a strategic decision, reflecting our commitment to responsible business practices and our dedication to making a positive societal impact beyond just financial gain. This commitment is now enshrined in our articles of association, restructuring our corporate governance to be accountable to all stakeholders, not just shareholders.

The certification process involves a rigorous assessment of our social and environmental performance, offering valuable insights into areas of strength and areas needing improvement. These insights drive continuous progress, which we document in our annual Impact Report.

We believe that our emphasis on social and environmental causes not only motivates and engages our employees but also fosters a culture that attracts top talent and enhances employee retention by instilling a sense of purpose and belonging.

Furthermore, we recognise that an increasing number of clients prefer to support businesses that prioritise social and environmental responsibility.

We are proud to have been one of the first in our market to achieve B Corp Certification and to be part of the global community of B Corp businesses.

Certified



Corporation

This company meets the
highest standards of social
and environmental impact



Highlights & Achievements

AWARDS:



The Sunday Times Best Places to Work 2024

- Fourfront Group: Winner



Inspiring Workplaces Awards 2024

- Fourfront Group: Top 50: Winner
- Best In Class: Wellbeing Offering



British Council for Offices (BCO) Awards 2024

- Deloitte One New Street Square: Test of Time Prize: National Winner
- Deloitte Edinburgh (Haymarket Square): Fit Out of Workplace: Regional Winner



Thames Valley Property Awards

Thames Valley Property Awards 2024

- TD SYNEX Bracknell & Basingstoke: Workplace Design of the Year: Winner
- Lenovo Farnborough: Workplace Design of the Year: Finalist



Flex & The City Awards 2024

- Orega Eighty Strand: Best New London Flex Space: Finalist



Better Future London Design Awards 2024

- London Studio: Studio Space: Winner (Gold)
- Lenovo Farnborough: Interior Design Corporate & Commercial: Winner (Silver)



Ecology For Our Planet Awards 2024

- Fourfront Group: Winner (Silver)

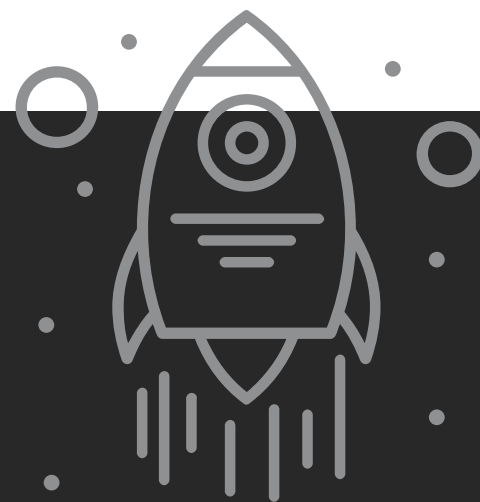


Mix Awards 2024

- Area: Design Practice of the Year - 50+ Employees: Finalist
- Lenovo Farnborough: Project of the Year - Positive Impact: Finalist

Better Future World Design Awards 2025

- London Studio: Finalist
- Lenovo Farnborough: Finalist



New Accreditations in 2024:



EcoVadis: Platinum

- Awarded to our Sketch Studios brand, this Platinum rating is the highest recognition awarded by EcoVadis, reflecting exceptional performance and commitment across these key areas. It is awarded to the top 1% of companies assessed by EcoVadis.



Considerate Constructors Scheme: Partners

- We are proud to be official partners of the Considerate Constructors Scheme. This partnership demonstrates our excellent industry image and the high level of service we provide not only to clients but our staff, partners and the communities we work in.



CO2nstruct Zero: Business Champions

- We have been recognised as a Business Champion for the Construction Leadership Council's (CLC) Co2nstruct Zero Programme. This achievement reflects our commitment to achieving Net Zero emissions by 2050 within the construction and design industry.



[Link to other Accreditations & Memberships](#)

[CLICK HERE](#)



Our Purpose

Fourfront Group embodies a distinct and compelling purpose that guides all facets of our operations. Our organisational purpose is rooted in creating extraordinary workplaces that go beyond aesthetics to encompass functionality, sustainability, health, wellbeing, and innovation. This purpose serves as the driving force behind everything we do, shaping our culture, and impact on both our people and the business.

At the core of our purpose lies the belief that we have a responsibility to positively impact the world around us. Our commitment to core values, encapsulated in our five truths – also known as **The Fourfront Way** – defines our identity, shapes our trajectory, and inspires all our employees to build strong working relationships with each other, our clients, project teams, and the wider network.



The Fourfront Way



We are stronger together

We celebrate our differences. They make us all the more powerful as a team. We welcome the questions, the challenges, and even the occasional disagreements that come with being a team because these keep us sharp.



It's all about trust

We move with conviction in everything we do. Each relationship, partnership, project, and challenge is built on the honest belief that we can rely on each other.



Do the right thing

We aim to do the right thing for our team, our clients, our partners, and our planet. Guided by a strong moral compass to build a better future for all in the workplace, we stand by the belief that 'if it doesn't feel right, it probably isn't'!



Attitude is as important as aptitude

Not everything is reliant on skills and experience. A positive attitude often gets lost among the values businesses want to promote. At Area, it's one of our most powerful assets. Through the right mindset, we work together better and achieve greater potential.



Don't be an arse!

As a team, we work smarter, not harder and always aim to be accountable for our actions. A little common sense goes a long way – we don't suffer fools!

B Corp Collective

We're in Good Company

We're proud to have joined a community of over 9,500 Certified B Corporations from more than 160 industries and 100 countries with 1 unifying goal: to redefine success in business.

Crucial to our continuous improvement efforts and the successful implementation of change are our B Keepers and broader collective. These dedicated individuals ensure that we stay true to our B Corp values.



Aki Stamatis
Chairman



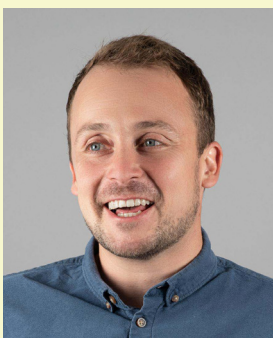
Owen Thomas
Head of Process Operations
Governance



Charlotte Turner
Group People Director
Workers



James Cornwell
Director
Community



Duncan Morris
Head of Sustainability
Environment



Sion Davies
Chief Strategy Officer
Customers



Adam Emptage



Tim Forster



Danielle Nelson



Carl Burne



Justin Lewis



Guenaelle Watson



Ben Hoare



Guy Vere Nicoll



Laurel Butler



Lucy Muir



Ellen Garrod



Daisy Pedersen



Neil Hanson



Emma Harvey



Gareth Van Zyl



Graham West



Elsa Gasparetti



Jason Whiteley



Rachel Ferguson



Tia Sibley



Kinga Lakatos



Sarah Wright



Denys Mazur

Impact Area Plans & Progress

Governance

Sustainable Business Practices

At Fourfront Group, governance is not just about compliance – it's about leading with integrity, transparency, and responsibility. We recognise that strong governance underpins sustainable growth and allows us to make informed, ethical decisions that positively impact our employees, clients, and wider community.

Leadership Development

In 2024, we continued to invest in the development of our leadership, equipping our managers with the skills to navigate an evolving business landscape.

A key milestone has been the introduction of training linked to our **Project Positive** initiative. Employees have also received dedicated training on using our Carbon Calculator and Life Cycle Assessment, which is now embedded in our cost planning methodology to assess and mitigate environmental impact.



Stakeholder Engagement & Communication

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We maintain multiple engagement channels, including our **ConnectFour** app, which was relaunched in 2023 and has since been a vital tool for internal communication. Our biannual conferences, company-wide updates, and monthly leadership meetings ensure that employees remain well-informed about business developments.

Additionally, in early 2025, we launched our **Project Process Guide**, providing a structured framework for running successful projects across our brands. This guide ensures clarity of roles, responsibilities, and key project milestones while incorporating mandatory gateways that require Director-level approval.

To support the successful implementation of the Project Process Guide, we have rolled out ongoing training sessions across the business. These sessions ensure that all employees understand how to apply the framework in their roles, reinforcing best practices in project delivery, compliance, and risk management.

Ethics & Transparency

Fourfront Group upholds the highest ethical standards across all areas of business. Our **Code of Conduct** is reviewed regularly to align with industry best practices and evolving regulations.

Our leadership team remains visible and accessible, reinforcing a culture of trust and transparency. We continue to host monthly board meetings across our operating companies and have enhanced governance oversight with random compliance checks on projects to ensure adherence to mandatory processes outlined in our Project Process Guide.



Project Management & Compliance

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With the launch of the Project Process Guide, we are strengthening governance and standardisation across our project delivery teams. We have also enhanced our central database of employee qualifications, streamlining compliance for Health & Safety (H&S), CDM, and Building Safety Act (BSA) requirements, as well as ISO audits and training programmes. This initiative enhances visibility into our team's credentials and strengthens our ability to demonstrate competence across key regulatory frameworks.

In early 2025, we introduced **1Breadcrumb**, a digital platform designed to enhance safety and compliance in the construction industry. This tool helps automate critical processes such as site orientations, licence management, and attendance tracking, ensuring a more efficient and compliant project environment.

Additionally, we now have an **in-house ISO auditor**, Owen Thomas, Head of Process Operations, who oversees our ISO compliance and audit processes. Having an internal auditor allows us to proactively manage and uphold our ISO certifications, ensuring that our policies, procedures, and operational standards remain aligned with industry best practices and regulatory requirements.

Legal

As our industry becomes increasingly contractually complex, we recognise the need to enhance our legal expertise to navigate evolving risks and ensure best-in-class compliance across our business operations.

To support this, we are delighted to welcome **Charlotte Pobol** as our new **Head of Legal**. Charlotte brings extensive experience in our industry, providing strategic legal oversight and risk management to help Fourfront Group operate with greater clarity, security, and confidence.



Green Pensions & Sustainable Investments

We are pleased to report that **over 40%** of our workforce is now enrolled in Aviva's Stewardship pension funds, reinforcing our commitment to ethical investment. All new employees are automatically enrolled in these sustainable pension funds, ensuring that our annual contributions – **nearing £500,000** – are invested responsibly.



Artificial Intelligence (AI) Integration

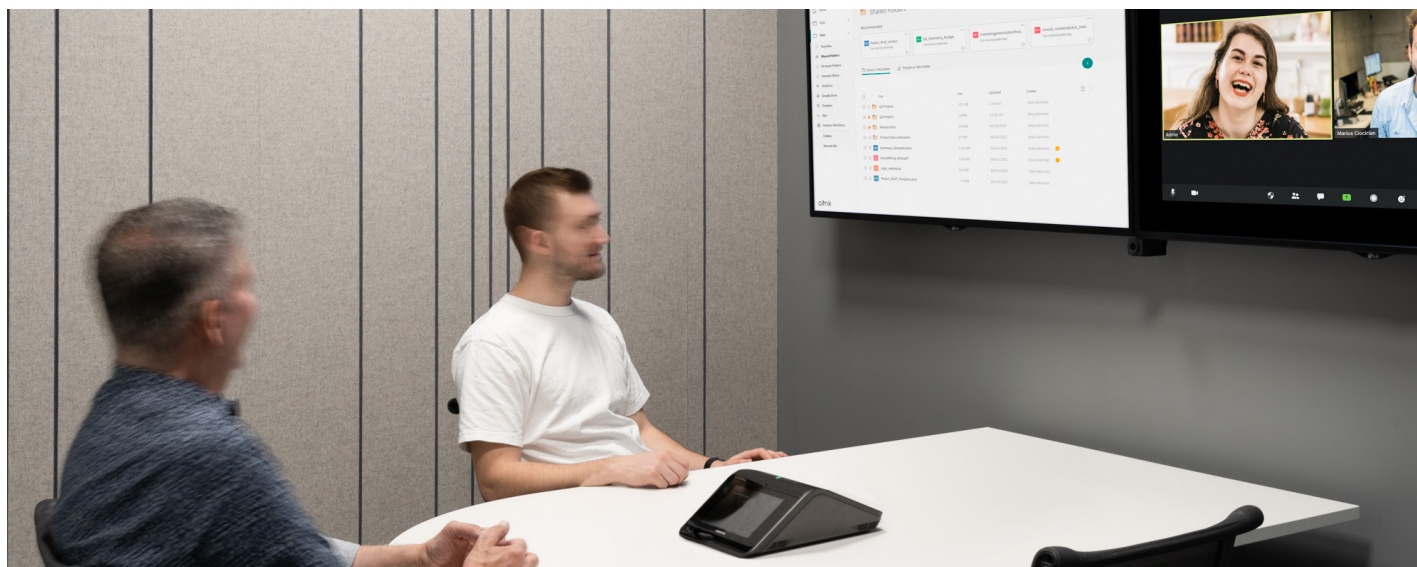
Our **AI team**, led by Group IT Director **Jason Whiteley**, continues to explore innovative solutions that leverage AI and technology to enhance efficiencies across the business. This team is committed to testing, evaluating, and implementing AI-driven tools that streamline processes and create value for Fourfront Group and our clients.

To better understand AI adoption within our business, we have engaged employees in ongoing discussions about their experiences with AI tools, identifying areas where additional support or training may be needed.

Information & Data Security

Protecting our clients' and employees' data remains a top priority. While our goal to achieve **ISO 27001** accreditation was postponed in 2024, we are recommitting to this objective in 2025, ensuring that we implement robust cybersecurity policies and data protection measures.

To strengthen device security, management, and compliance, we are also introducing Microsoft Intune across the business. This will ensure that our IT infrastructure remains secure, scalable, and aligned with best-in-class cybersecurity practices.



Looking Ahead:

As we move into 2025, Fourfront Group remains committed to driving responsible governance that underpins our business success. Our key priorities include:

- Expanding **Social and Environmental Performance Training** to embed sustainability deeper into project decision-making.
- Further **integrating AI into our operations** while mitigating associated risks.
- Resuming our pursuit of **ISO 27001** accreditation to strengthen our data security framework.
- Conducting **compliance audits** to ensure adherence to the **Project Process Guide** and regulatory standards.

Workers

Or as we like to call them... People!

In Memory of Marcus Crees, Paul Saunders and Kevin O’Sullivan

This year, we said goodbye to three much-loved colleagues and friends – Marcus Crees, Paul Saunders and Kevin O’Sullivan.

Marcus was a key part of our design team for nearly a decade, working across both our office and laboratory divisions. Based in our Windsor studio, he was a warm, calm presence and a friendly face around the office. More than just a colleague, Marcus was a kind-hearted teammate whose passion, creativity, and connection to those around him will leave a lasting impression.

Paul was widely regarded as an inspiration and a beacon of positivity. He had a remarkable ability to bring people together, lift those around him, and build lasting relationships with clients and colleagues alike. His loyalty, humour and generosity shaped Sketch Studios over many years – his influence is woven into the fabric of the business, and his legacy will continue to guide us.

Kevin was a true legend – not just in our industry, but to everyone who had the privilege of working with him. In nearly 10 years with us, he was a mentor, a fountain of knowledge, and a great friend. He brought integrity, humour and heart to everything he did, earning the deep respect and admiration of colleagues, clients and friends alike..

Their impact on our teams, our culture, and the wider business cannot be overstated. We miss them deeply.

We continue to honour their legacy – in the work we do, in the way we support each other, and in the values they lived by every day.

At Fourfront Group, our people are at the heart of everything we do. Our culture is built on collaboration, inclusion, and support, ensuring that every employee feels valued, empowered, and equipped to succeed.

Our commitment to creating an inspiring workplace has been recognised with several prestigious awards:

- **Sunday Times Best Places to Work 2024** – Out of 60,000 surveyed companies, we are proud to be among the top 500 employers in Britain. We scored excellent ratings across all categories, including Reward and Recognition, Information Sharing, Empowerment, Pride, Job Satisfaction and Wellbeing, achieving an outstanding 90% average engagement score.
- **Inspiring Workplaces Awards 2024 – Winner – Top 50** – Best In Class: Wellbeing Offering
- **Mix Awards 2024** – Finalist, Design Practice of the Year (50+ employee category)
- **Better Future World Design Awards 2025** – Finalist – For our London Studio.
- **Better Future London Design Awards 2024** – Gold Winner – For our London Studio.

These achievements reflect our continued investment in our people – from wellbeing and professional growth to workplace culture and recognition.

We continue to prioritise the wellbeing, development, and engagement of our teams while fostering a positive, inclusive, and high-performing work environment.



Health, Wellness & Safety

Holistic Wellbeing: A People-First Approach

Supporting our employees' holistic wellbeing remains a key focus. In 2025, we introduced a dedicated **wellbeing calendar**, offering a mix of office-based and site-focused initiatives to increase engagement across all locations.

We have partnered with **Luminate**, a specialist consultancy helping businesses foster healthier workplaces. Their workshops and coaching sessions cover key areas such as stress management, resilience, mental health first aid, and grief support. Luminate are also running a series of financial awareness and support workshops. We will also be working with Lighthouse, The Construction Charity, running #MakeItVisible site visits on our sites and offices.

Mental Health: Strengthening Our Support System

- We continue to provide access to Mental Health First Aiders, unlimited GP mental health sessions, and a 24/7 helpline for employees in need of immediate support.
- With the expansion of our wellbeing initiatives, we are reviewing all benefits to ensure our offerings cater to a diverse workforce, recognising that as our team grows, different people require different types of support.

Physical Health: Prioritising Employee Wellness

- We provide private medical insurance, an Employee Assistance Programme (EAP), access to the Help@Hand app, and subsidised health checks to support employees' physical health.
- To encourage movement and fitness, we continue to promote internal step challenges, running clubs, and nutritious meal options across our offices.
- Additionally, we have made it a priority to ensure that all employees – whether office-based or on-site – have access to appropriate health check facilities.



Financial Wellbeing

We remain committed to supporting our employees' financial wellbeing, recognising that financial stability is a key pillar of overall wellbeing. We provide access to financial guidance, open discussions, and resources through our **Wellbeing Hub**, ensuring that employees can make informed decisions about their financial health.

Our **'Life with Fourfront Group'** guide, launched in 2023, continues to provide comprehensive support for employees navigating major life events, including parental leave, gender reassignment, adoption, critical illness, divorce/separation, and end-of-life planning.



Career Development & Continuous Learning

KPI Implementation: Driving Accountability & Performance

Following our 2024 Board Strategy Day, we identified a need to enhance collective accountability at all levels. In response, we have introduced **individual Key Performance Indicators (KPIs)** and team objectives for all employees, ensuring that performance goals are clear, achievable, and aligned with our company vision. To maintain momentum, we hold monthly KPI check-ins, structured around:

- Clarifying objectives and expectations between managers and employees.
- Identifying obstacles and support needs to ensure success.
- Providing constructive feedback, both positive and developmental.
- Reporting progress to directors, with escalations to board level when necessary.

This initiative reinforces a culture of accountability, transparency, and continuous improvement while retaining the strong, supportive culture we are known for.



E-Learning: Expanding Access & Embedding Continuous Improvement

Since launching **Go1**, our e-learning platform, we've seen an incredible uptake, with over 50 active users and a growing waitlist.

To address demand, we are expanding licenses and encouraging site-based and remote employees to engage with the platform. We are also promoting the concept of 'Time to Develop', encouraging employees to dedicate specific time in their schedules for learning and growth.

Disability Confident Employer

- We're currently accredited as a Disability Confident Committed Employer (Stage 1).
- This means we've committed to inclusive recruitment processes, offering interviews to disabled candidates who meet the minimum criteria, making reasonable adjustments, supporting employees with disabilities or long-term health conditions, and taking further action to improve opportunities for disabled people.

NextGen: Cultivating Future Leaders

With our new NextGen Chair, **Tia Sibley**, we are refreshing our NextGen Board to ensure it remains representative, diverse, and aligned with our next-generation workforce. This initiative continues to foster skill development, collaboration, and leadership pathways, with an updated events calendar and strategy for 2025. In addition to professional development, we are focusing on creating more connection across offices and teams. This includes:

- Deepening understanding of different job roles and the diverse skill sets across our business.
- Insights into different people and teams, launching a series of features to showcase talent, expertise, and career journeys within the company.
- Aligning these themes with specific social events, creating a creative link between professional insights and networking opportunities.

Gender Pay Gap Reporting: Transparency & Progress

We will continue to voluntarily report on our Gender Pay Gap (GPG) in 2025. Our focus remains on balancing mean and median pay trends through targeted initiatives that promote pay equity and career progression for all employees.

Looking Ahead:

As we move forward, we remain dedicated to creating a workplace that prioritises wellbeing, inclusivity, and growth. Key areas of focus include:

- 🎯 Expanding access to **Go1** and embedding a culture of lifelong learning through 'Time to Develop'.
- 🎯 Further integrating **holistic wellbeing initiatives** and ensuring our benefits cater to a diverse workforce.
- 🎯 Strengthening **mental health support**, including grief and mindfulness workshops.
- 🎯 Enhancing our **ED&I** efforts, ensuring all employees feel a sense of belonging and respect.
- 🎯 Continue embedding the **KPI process**, making sure it's part of our everyday language and reported in Directors Board Reports.
- 🎯 While the formal **mentoring programme** remains on hold, we are exploring ways to reshape it into a focused 'Further Development' initiative to better meet the needs of employees at various career stages.

Community

Community & Supply Chain Impact

We believe our responsibilities extend far beyond our immediate business operations. From championing Equity, Diversity and Inclusion (ED&I) to fostering meaningful charitable initiatives and ensuring sustainable supply chain practices, we are dedicated to creating a positive impact on the communities we serve, the environment we inhabit, and the people we work with.

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Equity, Diversity & Inclusion (ED&I) Training: 'Belonging & Respect'

We remain dedicated to fostering an inclusive workplace and, in 2025, are introducing mandatory ED&I training for all employees. The expanded agenda includes:

- Understanding the Equality Act 2010 and Worker Protection Act 2023 (new legal obligations regarding sexual harassment prevention).
- Exploring unconscious bias and its impact on workplace culture.
- Recognising microaggressions and 'banter' that can create a hostile environment.
- Promoting allyship and creating a culture of belonging.

With the Worker Protection Act 2023 now in place, it is our responsibility to take reasonable precautions to prevent workplace harassment and discrimination. This training ensures that all employees understand their role in creating a safe, respectful, and inclusive workplace.



Civic Engagement & Giving: Supporting Causes That Matter

Giving back is embedded in Fourfront Group’s DNA. We encourage all employees to engage in volunteering through our **Impact Days** initiative, which provides up to three paid days per year for employees to support charitable causes. In 2024, we successfully doubled the number of Impact Days used across our organisation compared to 2023, with over 100 Impact Days utilised this year.

In 2024, we expanded our charitable efforts to include a new partnership with **Southwark Foodbank**, run by Peacan, which provides emergency food to households in crisis. Since 2023, our team has participated in several Pop-Up Collections alongside Southwark Foodbank and the Trussell Trust, collectively raising over **£6,500**.



Walk for Katie: Honouring a Bright Spirit & Supporting a Vital Cause

One of our most meaningful initiatives in 2024 was the Walk for Katie in memory of our dear colleague Katie Yeomans. On September 20th, 2024, employees from across the Group came together for a challenging walk around Ditchling Beacon and the surrounding Brighton area – a city Katie held close to her heart.

This event raised awareness and vital funds for the **MDS UK Patient Support Group**, which helps those affected by myelodysplastic syndromes (MDS), a rare blood cancer. Katie’s journey with MDS was incredibly brave, and we wanted to honour her memory by making a difference. The event, held during Blood Cancer Awareness Month, raised over **£25,000**.

As part of remembering Kevin and Paul, Fourfront Group was proud to support the hospices that cared for them in their final days. It was a small way of honouring their memory and saying thank you to the incredible teams who supported them and their families.

25 Moments That Matter: Charity Plans for 2025

As Fourfront Group celebrates 25 years in business, we are marking this milestone with ‘25 Moments That Matter’ – a year-long fundraising initiative in support of **Shooting Star Children’s Hospices**.

We have a long-standing partnership with Shooting Star Children’s Hospices and look forward to strengthening our commitment in 2025 through hands-on projects and fundraising initiatives that make a meaningful impact on children and families.

Fundraising events in the works for 2025:

- Shooting Star Children’s Hospices 5-a-side football tournament
- London Marathon – Our very own Lucy Muir, Project Designer, is taking on this iconic challenge!
- Chase the Sun Battersea Park
- Thames Bridges Trek
- London to Brighton Cycle Ride
- North Downs Challenge
- Thames Path Challenge
- The 25 Hour Challenge

We look forward to another incredible year of fundraising, collaboration, and community support – all in honour of our mission to positively impact lives beyond our business.



Furniture Designer Focus: Showcasing the Future of British Design

In 2024, we launched the **Furniture Designer Focus initiative** under our Sketch Studios brand, providing a platform for **emerging British furniture designers**. This initiative highlights talent from universities and final-year students, giving them valuable industry exposure and mentorship. Through this initiative, we aim to:

- Champion British design talent and help futureproof the industry.
- Foster creative partnerships between designers and manufacturers.
- Use our industry voice and platform to support emerging professionals.

Supply Chain Management: Strengthening Our Ethical & Sustainable Practices

We continue to hold our suppliers to high ethical, environmental, and social standards, ensuring that our supply chain aligns with our core values. Key initiatives include:

- Enhancing supplier engagement policies to drive positive social and environmental impact, including support with carbon calculations.
- Providing training and resources to employees on how to evaluate and manage supplier relationships responsibly.
- Encouraging third-party certifications for suppliers to verify ethical, sustainable, and responsible business practices.
- Hosting in-house feedback sessions with key subcontractors and engaging the wider supply chain to foster collaboration and continuous improvement.

Looking Ahead:

As we move into 2025, Fourfront Group is committed to continuing our positive impact through the following key focus areas:

- 🎯 **Equity, Diversity and Inclusion:** Ensuring all employees participate in mandatory **ED&I training**, reinforcing our culture of belonging, respect, and inclusion.
- 🎯 **Civic Engagement and Giving:** Expanding our **Impact Days** and charitable partnerships through the **25 Moments That Matter** campaign.
- 🎯 **Furniture Designer Focus:** **Supporting emerging British design talent** and driving industry innovation.
- 🎯 **Supplier Engagement and Sustainable Procurement:** **Strengthening supply chain policies** to further improve the environmental and social impact of our suppliers.

Environment

Environment & Sustainability

At Fourfront Group, we recognise climate change as an existential threat, particularly in the construction and built environment sectors, which contribute significantly to global carbon emissions. Our commitment to sustainability extends beyond our own operations – we actively support our clients, supply chain partners, and the wider industry in adopting best practices to reduce carbon, improve circularity, and enhance biodiversity.

In 2024, we were proud to have been awarded the **‘For Our Planet’ Silver Award by Ecologi**, recognising our commitment to sustainability. The judging panel highlighted our efforts in:

- Calculating our business’s footprint and understanding our environmental impact.
- Setting reduction targets to actively lower our emissions.
- Funding climate action through verified carbon avoidance and removal initiatives.
- Making measurable progress towards emission reductions, in alignment with our sustainability strategy.

By embedding sustainability into everything we do, we continue to make meaningful progress toward our Science-Based Targets (SBTi), carbon reduction goals, and long-term sustainability ambitions.



Travel Policy: Tracking & Reducing Business Travel Emissions

In 2024, we tightened our travel policy to further reduce the environmental footprint of both business travel and employee commuting. Our key initiatives include:

- **Enhanced Carbon Reporting:** We are now tracking and reporting our year-on-year carbon footprint, incorporating employee commuting and business travel emissions.
- **Integration with Expense Software:** To automate emissions tracking, we are integrating carbon reporting into our expense system, improving accuracy and accountability.
- **EV Scheme:** We've had 17 people take up the scheme so far, with 14 live agreements currently in place.
- **Reducing Unnecessary Travel:** We continue to encourage virtual meetings, hybrid working, and strategic travel planning to reduce emissions.

Zero Carbon Commuter Challenge

To raise awareness and promote greener commuting habits, we launched the **Zero Carbon Commuter Challenge** – an initiative encouraging employees to walk, bike, carpool, or use public transport instead of driving.

The challenge established a carbon emission baseline for each participant, with employees collectively working toward reducing Fourfront Group's overall commuting emissions.

Carbon Calculator & Life Cycle Assessment: Measuring & Reducing Carbon on Every Project

In 2024, we launched a carbon calculation method to measure, assess, and reduce the environmental impact of every project we undertake. This includes:

- **Carbon Calculator:** Now fully integrated with our cost planning process, allowing for real-time carbon assessments.
- **Life Cycle Assessment (LCA):** Every project now undergoes a detailed LCA, improving the accuracy of environmental impact assessments and enabling better material and product selection.
- **Front-End Specification Improvements:** We are ensuring that low-impact products and materials are prioritised at the pre-construction stage.
- **Scope 1 and 2 Reduction Targets:** We remain on track to meet our 2030 Scope 1 and 2 reduction targets, with a new goal for 2025 to reduce carbon intensity by 10%.

These tools allow us to better support clients in understanding, mitigating, and offsetting the environmental impact of their fit-out and refurbishment projects.



Expanding Our Environmental Consultancy Services

In 2025, we are **broadening our environmental consultancy services via our 360 Workplace brand**, offering clients bespoke sustainability strategies and accreditation support. This reinforces our commitment to promoting industry-wide sustainability beyond our own footprint. Our consultancy services will help clients:

- Develop tailored sustainability strategies aligned with industry best practices.
- Navigate accreditation schemes (eg. BREEAM, LEED, WELL).
- Incorporate carbon reduction plans into their workplace strategy.

RAW Workshop Partnership

In 2025, Sketch Studios is rolling out an exciting partnership with RAW Workshop, a social enterprise focused on sustainable furniture production and employment opportunities for vulnerable individuals. RAW Workshop:

- Produces high-quality furniture using reclaimed materials.
- Offers wood recycling services, promoting circular economy principles.
- Provides training, employment, and mental health support for young people facing challenges.

Our very own Group People Director, **Charlotte Turner**, has been invited to join RAW Workshop as a Trustee Board Director, further strengthening this partnership and our commitment to socially responsible. In this role, Charlotte will support RAW Workshop in shaping their people vision and Provide guidance on employment legislation and best practices.



Reuse Hub: Repurposing Materials & Minimising Waste

As part of our circular economy approach, we are launching a Reuse Hub, an internal platform ensuring that surplus site materials are reused within our business before new stock is purchased. Alongside this, we are developing a Material Index – a catalogue to track and repurpose excess materials, reducing overall waste and embodied carbon.

Site Operations: Recycling PPE & Enhancing Circularity

We are working closely with site teams to implement a PPE recycling programme, ensuring that safety gear and materials are reused or responsibly disposed of.

Industry EcoConnect

Launched by Sketch Studios in 2023, **Industry EcoConnect** is our Sustainable Manufacturing Network, bringing together like-minded organisations, suppliers, and manufacturers committed to driving positive environmental impact. In 2024, we expanded this initiative, fostering deeper collaboration with industry leaders who share our values and commitment to sustainability. We have engaged with **Orangebox, MillerKnoll, Rawside, Morgan, Modus Furniture, Sixteen3**, Jess Design, Hitch Mylius, Ocee & Four, RAW Workshop, NaughtOne, and Smile Plastics, with further meetings and site visits planned.



Step Challenge: Walking to Reduce Carbon for COP29

In 2024, our annual Step Challenge aligned with our sustainability goals and COP29 (held in Baku, Azerbaijan). Our goal was to collectively walk **10,000km** (London to Baku and back) – roughly 14 million steps. We exceeded our target, collectively walking over **21 million steps**.

Studio Alliance

We're continuing to promote B Corp across our European partners, contributing to monthly ESG forums where we share knowledge, best practice, and champion the movement. We also arranged for a B Corp rep – James Kelly, Business Sustainability Analyst at B Lab UK – to speak and share insights with the group.

Looking Ahead:

- Carbon Reporting & Reduction:**
 - Continue tracking and reporting our carbon footprint year-on-year.
 - Achieve 2025 target to reduce carbon intensity by 10%.
 - Enhance business travel and employee commuting policies to further reduce Scope 3 emissions.
- Circularity & Waste Reduction:**
 - Expand the Reuse Hub to minimise material waste on projects.
 - Develop the Material Index to improve transparency in resource use.
 - Implement PPE recycling on all sites.
- Industry Leadership & Client Support:**
 - Expand our environmental consultancy services under 360 Workplace.
 - Fully integrate the Considerate Constructors Scheme (CCS) across all projects exceeding 12 weeks.
 - Continue growing our Sustainable Manufacturing Network, EcoConnect.
- Biodiversity & Nature-Based Solutions:**
 - Explore carbon avoidance strategies, such as mangrove planting and biodiversity restoration.



Customers

Enhancing Client Experience & Driving Positive Impact

34 Our clients are at the heart of everything we do. Over 50% of our turnover and workload comes from repeat business, reflecting the trust, collaboration, and long-term partnerships we build.

We continuously strive to deliver exceptional service, industry-leading expertise, and innovative solutions, ensuring our clients benefit fully from our relationship. This commitment is reflected in our Customer Experience (CX) survey results, where we consistently achieve scores exceeding 9 out of 10.

In 2024, we conducted more CX surveys than in 2023, allowing us to gather even deeper insights into client satisfaction and areas for improvement.



Project Positive

Partnering with Clients for Sustainability & Social Impact

Launched in 2024, Project Positive is our flagship sustainability and social impact initiative, designed to help clients reduce their environmental footprint and create meaningful community impact through every project. Key developments in 2024:

- Ongoing training for our Project Directors to effectively champion sustainability with our clients.
- Integration of Project Positive into our project process, ensuring every client is encouraged to participate.
- Enhanced carbon offsetting and removal strategies in partnership with Ecologi, offering clients a tailored portfolio of carbon avoidance and removal initiatives.
- Social impact collaboration, inviting clients to co-invest in community-driven initiatives that align with their corporate values and ESG commitments.

Through Project Positive, we commit to:

- **Prioritising carbon reduction and removal through strategic material choices, design, and investment in sustainable solutions.**
- **Engaging with clients on social initiatives, amplifying the impact beyond traditional ESG commitments.**
- **Creating a lasting positive impact on the environment and communities with every project.**

Social Initiatives in 2024

- **Wild Work Day with Adobe**
We partnered with Adobe to run a conservation volunteer day at the Thatcham BBOWT reserve, giving employees the chance to get stuck into hands-on work.
- **Kennedy Law – Women’s Hospital CareCart**
We supported Kennedy Law’s contribution to [Birmingham Women’s Hospital’s CareCart initiative](#).
- **Windsor Litter Pick**
To mark Earth Day and continue our fight against plastic pollution, we organised a community litter pick in Windsor.
- **Paddle & Pick at Kew Bridge**
In support of #PlasticFreeJuly, our team took to the water to help remove litter from the Thames.



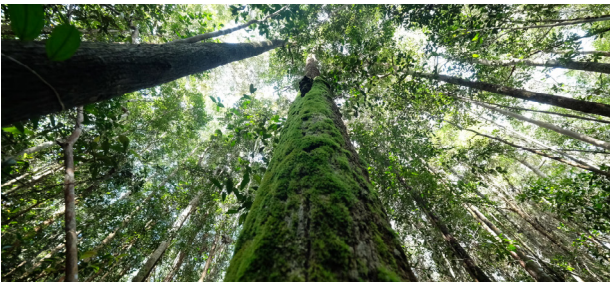
Our Impact in 2024

This year, we offset **8,700 tonnes** of embodied carbon linked to our projects.

To put that into context, our carbon offset is equivalent to:



Climate projects Fourfront Group has supported



Wetland Restoration

Peatland restoration and conservation in Indonesia

[Learn more about this project](#)



Biochar

Producing biochar from waste biomass in Wales

[Learn more about this project](#)



Blue Carbon

Delta Blue Carbon, Pakistan

[Learn more about this project](#)



Afforestation, Reforestation, & Revegetation (ARR)

Carbon removal through afforestation in São Paulo, Brazil

[Learn more about this project](#)

We use our carbon partner [Ecologi](#)'s Carbon Emission Factors (CEF):

* Our long haul flight of choice is London to San Francisco, a distance of 8,619.80 km (calculated using Distance To). Using the UK government's greenhouse gas report from 2017 This flight emits 0.15119 kg per km of CO2 per person seated in economy class. This means the total flight emissions for one person is 1303.23 kg (1.3 tonnes).

** A 2016 research paper published in November's issue of Science Magazine, found that the loss of Arctic sea ice had a linear relationship to CO2 emissions. This rate is 3 ± 0.3 square metres per tonne of CO2.

*** The US Environmental Protection Agency's carbon emissions calculator estimates that 2481 miles (3992.7 km) emits 1 tonne of CO2.

Neurodiversity in the Workplace

In today's world, where 15–20% of people identify as neurodivergent, it's essential to design workspaces that are inclusive and supportive of everyone.

In 2024, our **360 Workplace** team ran a series of insightful neurodiversity talks and discussions with senior designers and consultants from across the Group. They shared practical steps our clients and network can take to create spaces where everyone feels valued and supported.

We then turned our focus to the coworking and flex sector, hosting workshops on how to navigate workspace challenges in these environments. Most recently, at the 2025 Workspace Design Show in London, the 360 Workplace team hosted a hands-on workshop. After exploring the key elements of inclusive coworking spaces, attendees took part in a co-design session – working in groups to design a space that truly works for everyone.

We'll be keeping this momentum going through 2025.



B Corp & Procurement: A Perfect Match?

In 2024 we hosted a roundtable discussion, focusing on the **intersection of B Corp certification and procurement**. The event brought together a panel of procurement specialists and B Corp advocates from Fourfront Group, Costello Medical, Roche, and Projects. The discussion delved into how ESG principles are reshaping procurement practices and how businesses can better communicate their sustainability efforts.

The roundtable highlighted the importance of educating procurement teams about the B Corp movement, showcasing the value of certification, and fostering trust through meaningful partnerships.



Considerate Constructors Scheme (CCS):

Our Area brand is now an official Contractor Partner of the Considerate Constructors Scheme (CCS). What this means for our clients:

- Higher standards of site management, ensuring projects are delivered with minimal disruption to local communities.
- Improved social and environmental impact, aligning with clients' sustainability and ESG goals.
- Best-in-class health, safety, and wellbeing practices, delivering projects in a way that prioritises people and the planet.
- CCS accreditation for all projects exceeding 12 weeks.



B Hive Engagement:

We're committed to building a strong, collaborative B Hive community. Through our **360 Workplace Neurodiversity in the Workplace event series**, we engaged exclusively with fellow B Corps, sustainable businesses, and impact-driven organisations.

We also partnered with award-winning brand and digital agency – and fellow B Corp – **Yoyo Design** on events focused on **connecting with female leaders**. Our **Industry EcoConnect** series by Sketch Studios brought together like-minded organisations, suppliers, and manufacturers, all working towards positive environmental change.

In 2025, we'll keep building on this, continuing to strengthen our ties across the B Corp community.



Looking Ahead:

- Further Embed Project Positive:**
 - Ensure every project integrates a sustainability and social impact component, giving clients the opportunity to actively participate.
 - Expand carbon avoidance and removal initiatives through Ecologi partnerships.
- Considerate Constructors Scheme (CCS):**
 - Ensure all projects over 12 weeks adopt CCS standards, reinforcing ethical, responsible construction.
 - Report on the social and environmental benefits of CCS implementation for our clients.
- Continue to Champion the Role of B Corp in Procurement:**
 - Advocating for its principles, embedding its values into our approach, and supporting others to do the same across the supply chain.





**fourfront
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stronger together

Certified



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