

Environment and Sustainability Policy

Purpose

Gillespies recognises that safeguarding the environment is essential for building a better future for our planet. The current climate emergency is the biggest challenge facing our planet and our profession.

Improving this situation will demand a paradigm shift in how to approach our society's needs without breaching the earth's ecological boundaries. We believe landscapes, cities, infrastructure and buildings should be planned as indivisible components of a larger, constantly regenerating, and self-sustaining system in balance with the natural world. In essence, we must give back more than we take.

Gillespies is an independent landscape design, masterplanning, urban design and environmental planning consultancy, operating from offices in the UK and Middle East. We are founding signatories of the Landscape Architect Declare, an industry commitment to halting climate change and reversing biodiversity loss.

We acknowledge that our business operations impact the natural environment, both directly through our day-to-day operations and indirectly through our projects. We aim to continue to reduce the environmental impacts of our business and become an environmental leader in the built environment industry, supporting our clients to restore and create environments that do more with less.

This policy outlines our strategy and aims to continually improve our environmental and sustainability performance.

Strategy

Gillespies has committed to becoming a leader in low-carbon design within the built environment and a role model for protecting the environment. We embrace the challenges of climate change and biodiversity loss and are committed to achieving net-zero in operation by 2030.

Our involvement in sustainability and environmental issues is wide-ranging. As planners and designers of urban and rural environments, we are in an important position of influence to promote sustainable development in our project-based activities. We believe that creating places and spaces which are appropriate, inclusive, adaptable and long-lasting is fundamental to creating sustainable communities. We believe that effective design is essential for community building and creating a lasting legacy.

As part of our ongoing commitment to sustainable design, we have developed a Climate Positive Design toolkit that will help our team systematically embed sustainable and climate-positive design into our design deliverables and engagement with the broader project design team and clients. This toolkit will evolve over time as our expertise and that of the wider industry develops and becomes more fluent in sustainable low-carbon design. The toolkit will encourage sustainable decision-making to be integral to the design process and provide a more systematic approach to the inherent sustainable design objectives that we already promote within our work. The toolkit is currently split into the following headings that follow the One Planet Living model developed by Bio Regional:

- **Health and happiness** - encourage active, social, meaningful lives to promote good health and wellbeing
- **Equity and local economy** - create safe, equitable places to live and work which support local prosperity
- **Culture and community** - nurture local identity and heritage, empowering communities and promoting a culture of sustainable living
- **Land and nature** - protect and restore land for the benefit of people and wildlife
- **Sustainable water** - use water efficiently, protecting local water resources and reducing flooding and drought
- **Local and sustainable food** - promote sustainable local, seasonal organic food accessible to local communities
- **Travel and transport** - reduce the need to travel, encouraging walking, cycling and low carbon transport

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- **Materials and products** - use materials from sustainable sources and promote products and materials with low embodied carbon
- **Zero waste** - support the circular economy by re-using and recycling.

Aims and Objectives

On Projects

We will ensure:

- We fully understand and operate in compliance with all relevant environmental legislation (UK and Overseas)
- Evaluate all new projects against our Climate Positive Design toolkit at key RIBA stages
- Undertake regular reviews to check for environmental non-compliances; correcting any non-conformities in a timely manner
- Ensure the protection, preservation, improvement and implementation of natural habitats, including flora and fauna
- Ensure our project work is compliant with and helps enact the 2021 UK Environment Act, including Biodiversity Net Gain (BNG)
- Encourage the use of sustainably-sourced materials in all operations and projects.
- Reduce our carbon footprint within projects by using sustainable and local suppliers, minimising waste and using low-carbon transport

In the Studio

Within our office operations, we aim to:

- Reduce our carbon footprint across all studios by recycling, using sustainable suppliers and Fair Trade products, minimising waste, reducing energy usage by turning off machines and lights when not in use, and using low-carbon transport for meetings and getting to work.
- Provide training to staff to enhance awareness of relevant environmental issues to ensure effective

management of our environmental impacts

- Raise the environmental knowledge of our design and planning team and operate as industry leaders by attending internal and external training sessions and climate conferences.
- Share knowledge and environmental research with our industry counterparts as part of an open-source basis
- Raise awareness of the climate and biodiversity emergencies and the urgent need for practical action amongst our clients and supply chains.
- Continually improve our environmental performance by setting environmental objectives and targets.

An Action Plan for the Future

With the support of an external specialist, we have committed ourselves to understand and then reduce our operational carbon footprint, and establish a roadmap to carbon neutrality and then net zero carbon. We will establish a robust timescale for this ambition. As part of our annual update of this policy, we will report on our progress. We will evolve our Climate Positive Design toolkit: with appropriate training across our technical teams, this will further drive our climate-positive design skills and place us at the forefront of sustainable design in our sector. As members, we already support the Landscape Institute's Carbon Working Group, and we will continue to support and share this, as well as the wider Landscape Architects Declare campaign and pledge.

Gillespies is committed to protecting and enhancing the environment in which we operate. We will act in a responsible way and take a proactive approach to continually improving our environmental performance.

Governance and Responsibility

This policy is set by the Partners and applies to all of Gillespies' internal and external operations. All employees have a responsibility to ensure that the aims and objectives of the policy are met. The Partners have

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overall responsibility and accountability for environmental matters.

Regional Partner Jim Gibson is responsible for the effective implementation, maintenance and review of Gillespies' environmental and sustainable management. On projects, the Project Manager is responsible for the day-to-day implementation of the policy on specific projects, reporting to Jim Gibson should any environmental issues arise. External specialist advice will be sought by the Practice in respect of any matter that can't be undertaken or resolved in-house.

All members of staff are required to read the policy during the onboarding process and follow the requirements and guidance of this Policy throughout the life of a project. The policy is available to all employees on Gillespies' internal intranet system.

Training is provided for all employees, who are expected to implement the policy requirements both when designing and when undertaking activities within the office.

We aim to continually improve environmental performance and minimise any associated impact by maintaining an Environmental Aspects and Impacts Register.

The policy will be reviewed periodically to evaluate its effectiveness, utilising feedback from staff. Amendments will be made in line with Government legislative changes.

Our approach to sustainability & climate-positive design

At Gillespies, sustainability is integral to our design approach. It is inherent in our training and in our practice.

We endeavour to integrate it at every level of project development, not just as an afterthought. We believe true sustainability must meet the needs of our client, the environment, the community and the budget.

Gillespies recognises the accepted definition of sustainable

development as development "meeting present needs without compromising the ability of future generations to meet their own needs". Sustainability is a process of ensuring the efficient use of all resources within a system in which environmental, social and economic factors are integrated. We are committed to placing sustainability at the heart of our practice and actions by:

- Placing sustainability integral to the preparation and delivery of our projects;
- Taking positive action to promote continual environmental improvement in our workplaces; and
- Setting and achieving clearly defined sustainable development objectives and targets.

This sustainability policy seeks to build on our existing environmental policy and undertakes to :

1. Make sustainability a corporate priority

- Encourage our clients and our employees to incorporate informed sustainability perspectives within their projects
- Develop the capacities of employees to promote understanding of the principles of sustainability and climate-positive design.

2. Develop and deliver appropriate training

- Undertake continuing professional development for our staff in sustainable climate-positive design
- Support and encourage interdisciplinary research into issues of sustainable low carbon development.

3. Take a leadership role in sustainability

- Set best practice standards that meet or surpass requirements of environmental legislation and commit to a process of continual environmental improvement
- Promote awareness of all legislative, economic, technical and market developments that assist progress towards sustainability, especially with our

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- clients and project partners
- Establish a working group to oversee implementation of this policy and associated programmes.

4. Contribute to stable community-building

- Build partnerships and create learning networks for sharing experiences and knowledge of sustainability issues
- Operate in ways that maximise social and economic benefit while minimising any adverse impacts to the local community

- Invest in staff development, value stakeholder involvement, and promote social inclusion and equity.

5. Operate our working environments in a sustainable manner

- Develop procurement procedures for all materials consumed, ensuring social, ethical and environmental criteria are integrated
- Maximise the efficient use of energy and materials and increase use of renewable and recycled resources
- Minimise waste generation and encourage repair, reuse and recycling ahead of the responsible disposal of surplus materials
- Promote practical measures to reduce the impact of travel to and between our workplaces.

6. Monitor and report on progress towards sustainability

- Manage responsibly the social, environmental and economic impacts of all company policies and practices, assess potential improvements in our decision making processes

- Conduct reviews of all company policies and operations against internal sustainability targets and best practice standards
- Make the results of social, environmental and sustainability audits and impact assessments, carried out by or for the company, available to all staff and clients.

Date of Last Review:	Date of Next Review:	Review Period:
08 September 2025	08 September 2026	12 months



Jim Gibson, Partner,
Gillespies LLP
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