

Our Responsible Business Charter

We are sustainable place strategists.

We are passionate about the built environment as a force for economic, environmental and social good. This charter sets out our commitment to realising positive and lasting change, and how we will ensure we continue to go about doing this well.

We are serial collaborators, and choose to work only with individuals, organisations and groups who share our ambition for solving our biggest social and environmental challenges in an ethical and inclusive way.

We were founded with the belief that regenerative change is both possible and essential. We like working with local, mission-driven and conscientious suppliers, partners and associates, who share our vision and values. We enjoy partnering on projects as chance to build on shared values, and benefit from shared learning.

Our Vision

People and organisations flourishing in spaces, buildings and communities that are together restoring and replenishing all Earth's living systems.

Our Values

- **Authentic** We walk with you as a critical friend in this complex world
- **Curious** We listen closely and look widely to gather insights to inform the best path
- **Meticulous** We develop implementation-ready solutions based on experience, knowledge and rigorous research
- **Progressive** We make good stuff happen and support others to realise meaningful, positive and lasting change
- **Optimistic** We believe regenerative change is possible and are spurred on by our fellow and future changemakers

Our Commitments

We are committed to conducting business with the highest standards of integrity and honesty. We encourage those we work with to adopt this charter, and join us in committing to work in the following ways:

- Be purposeful, thoughtful and transparent in all aspects of governance, policy & decision-making.
- Be attentive, and responsive to, opportunities to reduce the negative impact of all we do and recommend others do.
- Seek out, and factor environmental and social good practice into all design, business and operational decisions.
- Be proactive in championing and supporting lighter, more circular or regenerative solutions, that future generations will thank us for.
- Be mindful of and proactive in strengthening individual wellbeing as a core aspect of our health. Where beneficial to look to flex working patterns and protect boundaries, to create and maintain a healthy work-life balance.
- Be open to challenge, change and personal growth, as part of an intentional process of continual improvement. To be proactive in seeking feedback from our colleagues, clients and collaborators.
- Challenge one another kindly, being supportive and gracious to ourselves and others. That said, to also be minded and unafraid to speak up about, past, present or likely future malpractice.
- Treat one another kindly, with honesty, dignity and respect. This includes being clear with our communications, careful with people's data and acting in good faith.
- Always deliver meticulously researched and high-quality work that is undertaken in a timely and professional manner and meets or exceeds expectations.
- Be honourable and wise with money, to include being fair with our pricing and wages, prompt in paying our suppliers and straightforward in paying taxes. To choose to support local businesses and be generous with our resources.
- Refuse to engage in or support any form of harassment, bullying or discrimination, rather to prize and pursue a culture of equality, diversity and inclusion.
- Pursue human-centred solutions, to be diligent in avoiding adverse human impacts and uncompromising on our intolerance of human rights infringement in line with UN Guiding Principles.