

B CORP IMPACT REPORT

April 2025



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About K2

K2 Architects is a strategic and creative design practice committed to social and environmental change.

As a Certified B Corporation™, we stand at the forefront of a global movement advocating for an inclusive, equitable, and regenerative economy. What sets B Corp™ certification apart from others is its comprehensive approach to evaluating social and environmental impact.

Working with public and private sector partnerships, we offer a unique approach to placemaking, transforming overlooked spaces into vibrant and sustainable places that improve lives and enhance the fabric of communities to deliver long-lasting social, economic, and environmental benefits.

Our dedicated and skilled team has developed an original design approach, combining innovative, ethical working practices with strategic partnerships, creating design solutions that foster powerful, emotionally positive connections between people, spaces, and cultures in urban areas.

Above all, we genuinely care about our clients and the communities they serve. It's not just about business for us; it's a shared journey towards a better future that sets us apart and drives us to be the best we can be.



Our Values

Our guiding principles are **Empathy** for others, **Integrity** in our work, and **Innovation** in design.

Empathy is listening to and understanding others, valuing each other more and helping us to be authentic in everything we do.

Integrity lies at the heart of our professional relationships. We dedicate ourselves to delivering work of the highest ethical standards.

Innovation is the driving force behind our designs. We challenge conventions by infusing new methods and ideas to create architecture with a visionary perspective.

B Corp Journey

At the core of our business, people have always played a pivotal role.

From our team and office culture to the way we engage with clients and collaborate with industry peers. Our people-centric approach shapes how we operate and interact with the world around us.

We've always strived to make a positive impact through various accreditations and initiatives that reflect our commitment to quality and sustainability. We take pride in considering the social value of our actions, ensuring we contribute responsibly to society. As a result, we recognise the need for a certification that truly reflects this commitment.

In 2022, we took a step back to evaluate our Mission, Vision, and Values for the next five years, focusing on where we wanted to be by 2027. This process involved not only reflecting on who we were but also identifying who we aspired to become. We explored which sustainability benchmarks to target and worked to define a clear position on social value. Through this introspective journey, we discovered B Corp - an accreditation that aligned perfectly with our goals.

Becoming a Certified B Corporation allowed us to integrate our sustainability and social value objectives, creating a clear roadmap for continuous improvement. It also provides the opportunity to engage with a community of like-minded businesses, all working toward a more socially and environmentally conscious future.





Leadership Letter

In today's business landscape, companies are increasingly expected to demonstrate a commitment to social and environmental responsibility. One of the most effective ways to showcase this commitment is by becoming a certified B Corp.

Here are three ways being certified has enhanced our business:

Enhanced Brand Reputation and Customer Loyalty

At K2 Architects, we aim to deliver work that positively impacts communities socially and environmentally.

Restructuring our practice to adopt a B Corp-aligned approach has sharpened our focus and led to significant qualitative improvements in our project pipeline.

Attracting and Retaining Top Talent

Certification helps attract employees motivated by more than just financial incentives. Today, the younger generation of employees seek workplaces aligned with their sustainability and social responsibility values. Our employees are more emotionally invested in our brand and are rewarded for their hard work.

Boosting Resilience

Being certified has aligned us with a community that shares our outlook on life and has been instrumental in unlocking new and better opportunities despite the challenging economic climate of recent years. It has improved our business metrics and enriched our workplace culture, helping us become a happier and more fulfilled organisation.

Kevin Horton & Mark Davies

Verified Score 2024

Certified B Corps

are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.



Governance
18.3



Workers
30.9



Community
25.2



Environment
26.3



Customers
3.2

To meet the performance requirement, a company must earn a minimum, verified score of 80 points on the B Impact Assessment (BIA) to become a Certified B Corporation.

Based on the B Impact assessment in 2024, K2 Architects earned an overall verified score of 104.

Impact Areas

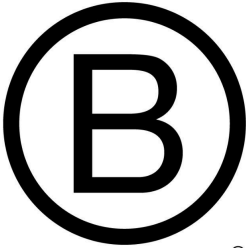


Workers



Environment

Certified



Corporation



Governance



Customers



Community

Governance

What we said we'd do

- Internal Good Governance - Enhance our job descriptions
- Social or Environmental training programs - Increase our knowledge and governance (ESG) practices
- Impact Reporting - Publicly share information on an annual basis
- Financial Controls - Upgrade financial controls

What we did

- Job descriptions have been enhanced to establish a clear career progression path for all employees
- Launched a year-long Sustainability Series of CPD sessions for all staff, enabling our architects to consider their environmental impact, improve design outcomes, and lead change in urban regeneration
- Introduced the annual impact report, carbon reduction plan, and financial statements, all of which are publicly accessible
- Implemented a new accounting software system with access limited to appropriate personnel

Governance evaluates our overall mission, engagement around social/environmental impact, ethics, and transparency.



Workers

What we said we'd do

- Surveying and Benchmarking Engagement - Conduct an Employee Satisfaction Survey, targeting a satisfaction score of 75%
- Employee Review Process - Introduce a targeted appraisal process
- Career Development - Establish formal training programs
- Health & Wellness Initiatives – Launch Wellbeing workshops

What we did

- In 2024 the Employee Satisfaction Survey achieved an engagement rate of 91% and a satisfaction rate of 91%
- More focused appraisals, enabling employees to shape their development through personalised action plans for the year ahead.
- Implemented formal training such as RIBA's Principal Designer, Access Consultancy and Conservation courses
- Established quarterly mental health workshops to help staff manage stress, handle difficult clients, promote self-care, and foster peer support. In addition to a Summer wellbeing walk

Our contribution to employee finances, health & wellness, career development, and engagement & job satisfaction.



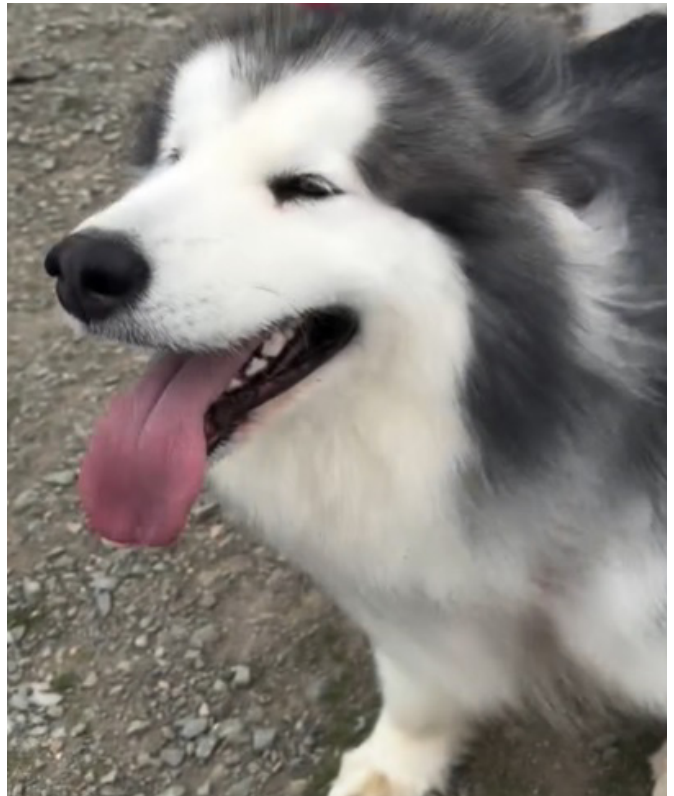
Wellbeing Walk

We organised a nature walk during the summer, inviting the team (and their dogs) to hike Moel Famau.

Staff were given a paid day off to be in nature, enjoy the fresh air, and connect with colleagues away from the office environment.

It provided an opportunity to build stronger relationships and promote mental and physical well-being.

The hike was a great way to take a break from the usual work routine and was topped off with a pub lunch!



Community

What we said we'd do

- Supply Chain Management – Upgrade our Consultant PQQ
- Purchasing Policies - Commit to sourcing from local suppliers
- Pro-bono work / Volunteering / Mentoring - Commit to increasing support hours
- Charitable Donations – Commit to increasing charitable donations

What we did

- Enhanced Consultant Pre-Qualification Questionnaire (PQQ) to incorporate CSR, EMS and compliance with Equality Legislation
- A ready-to-use list of local suppliers and vendors. If local options are unavailable, prioritise those with sustainable credentials
- We took the necessary steps to increase our community support hours. However, we failed to uphold the commitment
- 2024 saw a 30% increase in charity fundraising and donations compared to the previous year

A group of hikers in a mountainous landscape. The hikers are wearing backpacks and outdoor gear. The background shows a vast mountain range under a blue sky with white clouds.

Our engagement with and impact on the communities in which we operate, hire from and source from.

Local Support

- PLACED Summer School – Chris and Beena participated in design workshops with 60 young people aged 14-18 from across the region
- PLACED Academy Mentor - Lauren gave valuable advice to graduates and will provide ongoing support as they take the next steps in their career journeys within the built environment
- PLACED Academy Careers Evening – Sian shared her career journey and how her passion for gaming and creating virtual worlds led to her becoming an architect
- The Three Peaks Challenge – Mark, along with other fundraisers, completed the Three Peaks Challenge in under 24 hours, raising £2,945 for the local youth rugby team, Crosby St. Mary's under 14s
- Women in Property Quiz - Kevin hosted a quiz night which collectively raised £500 for Claire House Children's Hospice
- We also made in-kind donations to Y Kids, Zoe's Place Children's Hospice and Nightingale House Hospice



Environment

What we said we'd do

- Environmental Impact - Align with UK government targets to achieve Net Zero by 2050
- Training - Employee accreditation to enhance awareness and understanding of sustainable practices
- Targets and Certification – Improve environmental targets/ certification to ensure a more sustainable built environment
- Energy Usage - Switch to a 100% renewable source

What we did

- A Carbon Reduction Plan (CRP) was compiled, with the goal of achieving Net Carbon Zero by 2045
- Supported by Seddon Construction, Kevin and Chris attained a NOCN Level 3 Award in Energy Efficiency Measures
- Trialled projects to be delivered to the PAS 2038 standard by implementing retrofitting energy measures in buildings
- We switched our energy contract to fellow B Corp 'Good Energy', ensuring that our electricity now comes from a 100% renewable and low-impact source



Our overall sustainable management practices as well as our environmental impact.

Sustainable Practices

- We published our first Carbon Reduction Plan, outlining our commitment to achieving Net Zero by cutting carbon emissions through sustainable building design and office practices.
- 100% of our projects are refurbishments, we reuse existing structures, reducing the need for new materials and the energy required for construction. This cuts down on waste, carbon emissions, and resource consumption, making them more sustainable in the long run.
- Even small changes in the office have made a big difference - switching to eco-friendly cleaning and hygiene products has helped reduce single-use plastic by an estimated 8kg annually.
- For our regular catering requirements, we support a women-led social enterprise, Blackbourne House, with zero packaging waste thanks to reusable trays.



Customers

What we said we'd do

- Increase public sector work to help the many and not the few
- Increase work with nonprofit organisations, social enterprises and sustainable businesses
- Client satisfaction – increase repeat work from a smaller number of clients
- Added Social Value

What we did

- 95% of our workload focused on government and community compared with 55% in the previous year (exceeding our target of 70%)
- We reduced work for private corporate businesses to focus on government funded projects that have a positive impact at community level
- Increased repeat clients by 150% from 10-15
- We maximised our community impact by actively engaging with local organisations, ensuring our projects directly benefited the community through volunteering, school and college visits, participation in employer fairs, offering work placements, and supporting charitable causes through fundraising

Our stewardship of clients through the quality of our services, ethical practices, data privacy and feedback.



Added Social Value

- In collaboration with Vinci and Avison Young, we supported the Hugh Baird College STEAM Expo to share information about pathways to careers in the construction industry.
 - With young people attending from various schools in Sefton, many were keen to learn more about architecture, planning, project management and design.
 - There were 670 participants on the day!
- We also offered three students from Sefton week-long structured work experience placements designed for those wishing to pursue a career in architecture.
 - They shadowed architects in their daily activities,
 - and were set design tasks, with project presentation opportunities to enhance their experience and confidence.



Looking Ahead



Governance

1. Job descriptions that explicitly incorporate social and environmental performance
2. Performance evaluations that explicitly incorporate social and environmental goals
3. Continue to increase social or environmental training programmes
4. Further modification to the appraisals with all staff making suggestions on the proposed process



Workers

1. Review all supplementary benefits such as Health Insurance and eye examinations
2. Review pension plan options, and look at adding a Socially Responsible Investing option
3. Explore flexible working options
4. Repeat the Engagement and Satisfaction survey and aim to enhance the overall employee experience



Community

1. Send our updated PQQ to all subconsultants and start to review our existing supply chain
2. Increase our pro-bono work, volunteering and mentoring to at least 50 hours per category
3. Commit to 300 hours of work experience placements
4. Increase our in-kind donations and fundraising to at least 0.5% of annual turnover. Consider partnering with a specific charity to maximise our community impact



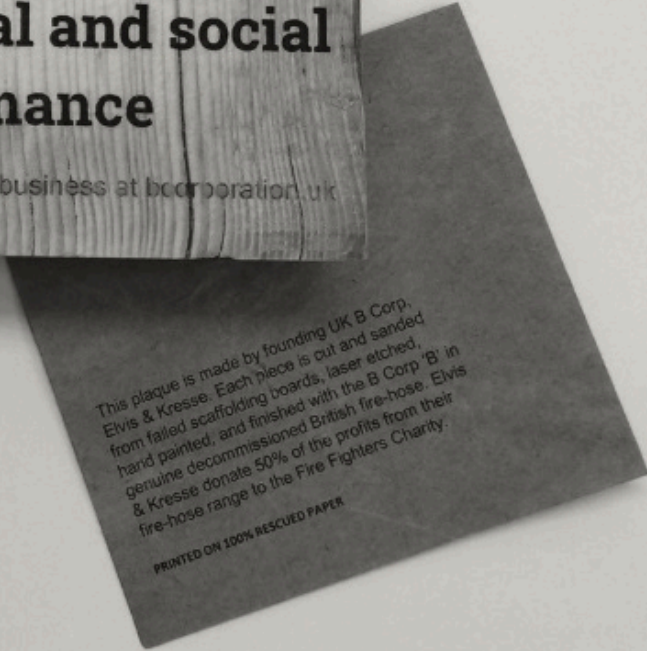
Environment

1. Work with the landlord to monitor waste, recycling and composting for the office
2. Increase client awareness of specific environmental industry certifications
3. Consider purchasing certified carbon credits to offset remaining carbon footprint
4. Look into Life Cycle Carbon assessment tools with a view to implementing on schemes to help inform more sustainable design decisions



Customers

1. Maintain our high percentage of public sector work
2. Continue to enhance our 'added social value' offer for all projects
3. Attain more award shortlists for community projects and sustainable architecture
4. Beyond repeat clients, plan how to monitor client satisfaction



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