

Fulkers  
Bailey  
Russell



# Impact Report

2024.

# Introduction.

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At Fulkers Bailey Russell we recognise that the industry we work in plays a large contribution to environmental impact, with 25% percent of the UK's total greenhouse gas emissions attributing to the built environment.

We are dedicated to making a positive impact on society and the environment which can be seen in our long term commitment to our sustainability strategy. This includes sustainable building practices and reducing environmental impact of our own business and the construction projects we work on.

This has been demonstrated by recently becoming B Corp and EcoVadis accredited, which has supported with setting ourselves apart from competitors, attracting and showcasing our values to like-minded employees, clients and partners, providing our strong commitment to employee well-being, including fair wages, benefits and positive workplace culture.

We have set our mission and values for our social and environmental goals, promoting opportunities for collaboration, shared learning, and accessing impact-driven clients.

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# Our Mission.

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“Fulkers Bailey Russell aims to provide an accessible and skilful service to our clients, and to satisfy the career aspirations of its entire staff in a friendly, professional and environmentally and socially positive way. Our decision-making always considers the balance and trade-offs to be made and the effect on our profit, the people around us and the planet we share.”



# Certified



# Corporation

## B Corp.

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We are thrilled to announce that Fulkers Bailey Russell is now a **Certified B Corporation**.

We understand that we are at the beginning of our journey and are focused on striving to improve and grow as a company over the next 3 years where we are targeting an improved score, these targets are set out in our sustainability strategy.

Becoming part of **B Corp UK** is a huge achievement for our company. It is validation of our long-standing commitment to sustainability and social responsibility. We are grateful to our employees, clients and suppliers for their support in helping us achieve this certification.

We look forward to continuing to use business as a force for good and are committed to making a **positive impact** in all that we do.

# EcoVadis.

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Following our announcement that Fulkers Bailey Russell are now a Certified B Corporation, we are proud to share that we have also been awarded the prestigious **Silver Rating** from **EcoVadis** in **recognition of our commitment to sustainable business practices**. The Silver Medal places Fulkers in the top **25%** of all assessed companies. The rating validates and demonstrates our commitment to sustainability and supports our company goal to achieve **Net Zero emissions by 2035**.

“While B Corp focuses on our holistic corporate responsibility, EcoVadis offers a detailed analysis of our operating practices and supply chain, aiding targeted improvements. Together, they enhance our credibility and demonstrate a commitment to ethical and sustainable practices, fostering trust with our clients, stakeholders and partners. Having both accreditations reinforces our dedication to comprehensive sustainability practices across both internal operations and external collaborations. We are one of very few companies to hold both accreditations.”

**Sam Bailey, Partner.**

EcoVadis is an internationally recognised sustainability platform that evaluates companies across a range of criteria, including environment, human rights, ethics, and sustainable procurement practices.



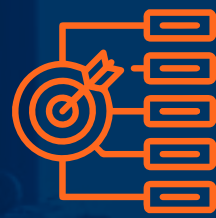
# What we do as a company.

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Established in 1998, Fulkers Bailey Russell is a construction consultancy firm offering multidisciplinary solutions to clients investing in the built environment.

We offer multi disciplinary consultancy services such as: project management, cost management, employers agent, building surveying, architecture, building safety and consultancy services for new build, refurbishment, repair, strategic management decarbonisation programmes and upgrade projects. As part of a project team, or as a bespoke one-stop service, we strive to assist our clients in delivering successful and valuable developments.



Fulkers provides a straightforward, flexible, results orientated service: A modern, forward thinking and professional practice, we value each of our clients.

It is our objective to maintain a business which offers value for money and allows directors attention on all projects.



The company was established 25 years ago this last year, a lot has changed in this time. The company has seen a large growth, and as a bigger business, with the experience of being in the industry for a longer period of time, the company now has a greater influence to make a change.



We are leading on conversations with our clients and project teams to ensure positive change is being achieved by identifying, measuring and managing impact.

# Our Commitment.



To create **awareness.**



Share **knowledge** and **resource.**



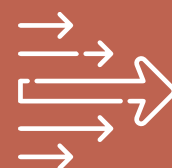
Ensure **sustainability** is at the **forefront** of all client conversations.



Use of more **sustainable materials** and **practices.**



Develop our **corporate social responsibility procurement** process / policy.



To **lead** by **example.**



Development of our focus on **sustainable** procurement.



**Invest** in **people** and **suppliers.**



Develop our **KPI's** to reflect the above.



Staff **training.**

# Sustainable Development Goals.

## Impact



The United Nations' 2020 Agenda for Sustainable Development established 17 [Sustainable Development Goals \(SDGs\)](#), which serve as an urgent call to action for all nations to collaborate for global progress.

Our comparison to these goals and the quantifiable contributions we have made to date are presented on the left.

## Influence



## Support

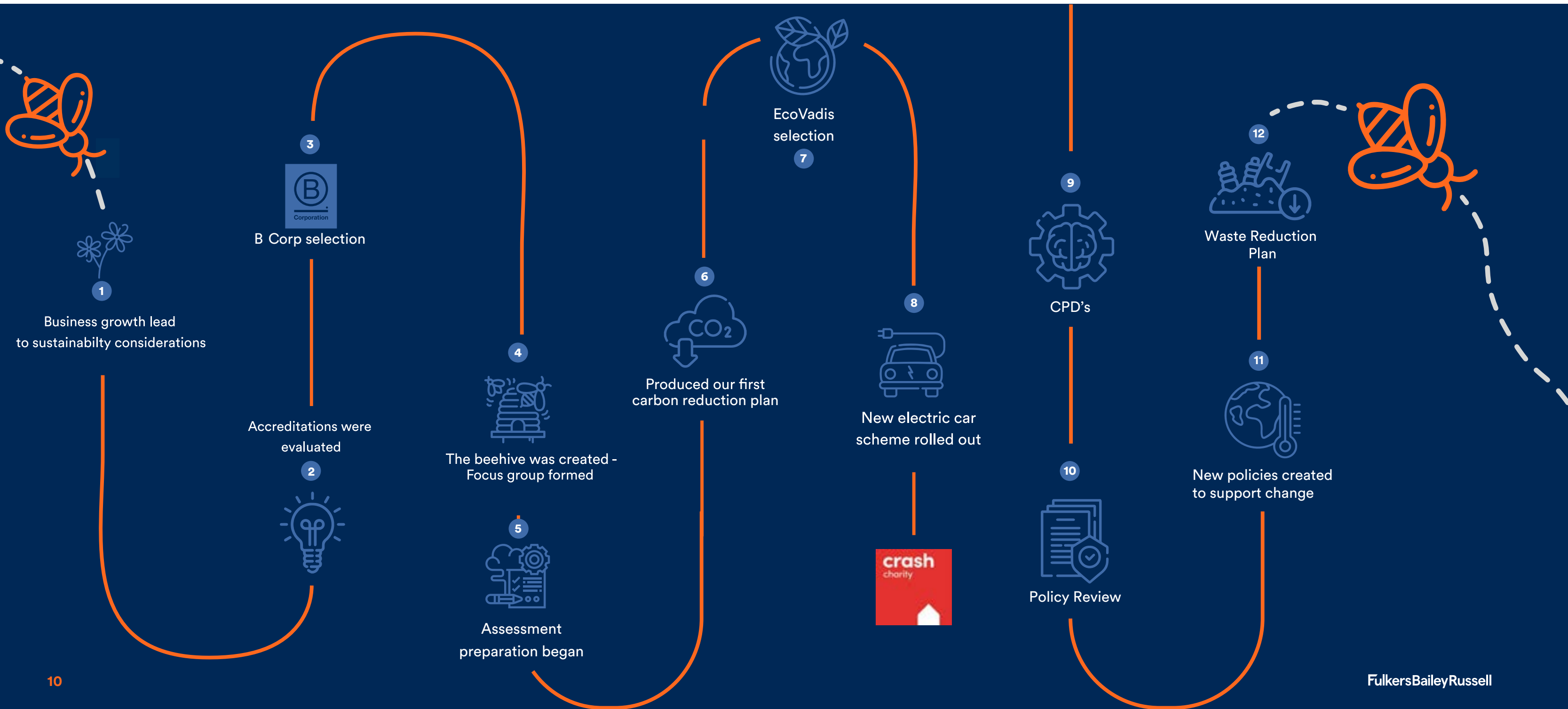




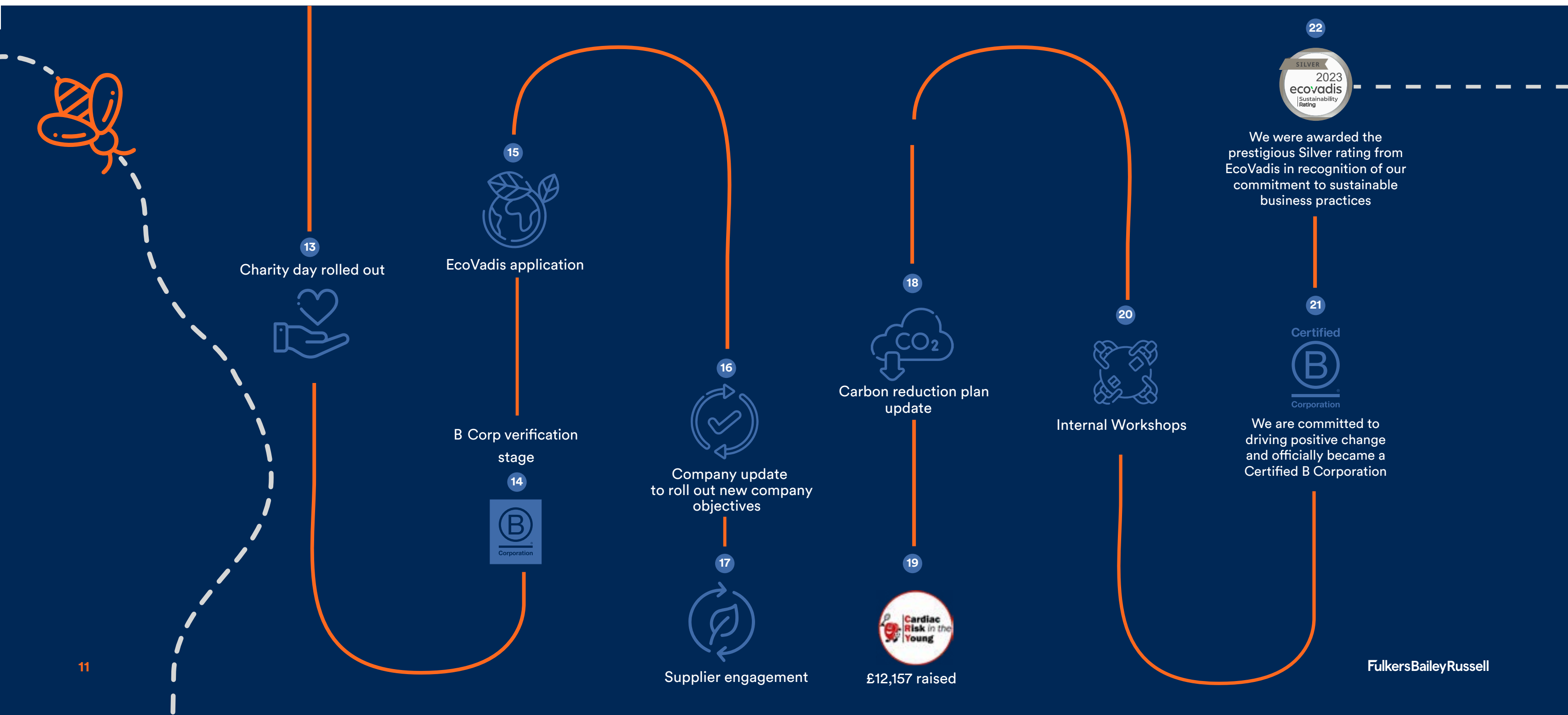
Helen Mason | Bids & Marketing Director

“I’ve been overseeing our B Corp journey from the very beginning, our dedication to becoming a Certified B Corp aligned perfectly with our company values because we recognise that business can be a powerful tool for good. The EcoVadis Silver accreditation further enhances our commitment to sustainability, and I’m thrilled that we achieved both of these milestones in 2023. It’s not just about the accolades though, it’s about the transformative power of sustainability that is reshaping our business. Witnessing the infectious enthusiasm of our team as we translate our purpose into tangible improvements within our own operations and the wider built environment is inspiring, and I am very excited to continue on this journey and see what is next for us.”

# A summary of our B Corp journey.



# Our Journey.





Our final score

**95.4**



Workers  
**33.3**



Governance  
**19.5**



Community  
**17.7**



Customers  
**13.2**



Environmental  
**11.6**

Suzanne Mehdi | Senior Project Manager

## Subject Matter Lead for Customers

“Having always been interested in sustainable construction, being involved in helping Fulkers to achieve their B Corp accreditation and EcoVadis Silver Rating has been a great opportunity. Sharing ideas and working with others who have the same enthusiasm for promoting positive change has been both stimulating and rewarding.”



Customers

13.2%



# Customers

The assessment is focused on



Customer Stewardship



Education



Access to basic services



Economic Empowerment

# Achieved

Client and supplier feedback formulated



Process documents updated of the inclusion for sustainability



Sustainability guidance document produced and rolled out



Sustainability targeted CPDs





Guto Evans | Senior Quantity Surveyor

## Subject Matter Lead for Governance

“Everybody is aware of the environmental threat our planet faces and the need for positive action, but in building this new positive economy it is important to also consider the social impact of decisions that companies make. Our B Corp accreditation and EcoVadis award are fantastic tools to show companies commitment to this and was a massive draw for me to get involved. I have really enjoyed working with the team to achieve our company accreditation and look forward to continuing the positive work and impact.”



Governance

19.5%

# Governance

The assessment is focused on



Mission and Engagement



Ethics and Transparency



Governance



Mission Locked

# Achieved



Creation of focus groups that are reported back to the board



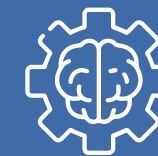
New policies created to support our sustainability powers



Company articles updated to reflect all stakeholders to be part of decision making



Key policies and ways of working updated to reflect our sustainability objectives back to the board



Sharepoint access setup for everyone internal to gain the same access to all key information and training materials

Jon McNamara

Associate Director

## Subject Matter Lead for Community

“Having known very little about B Corp and its mission, it has been eye opening to understand its aims and intentions. The benefits of B Corp are huge and it has been amazing to have been part of our company’s journey to become accredited.

B Corp sets the bar very high and I believe it is hugely important as a business that we are part of this change. Business as usual is no longer viable, and looking at doing things in a more sustainable way is now essential.”



Community

17.7%



# Community

The assessment is focused on



Diversity



Equity and Inclusion



Supply Chain Management



Civic Engagement & Giving



Local Economic Development

# Achieved



Charity days rolled out



Company vote for a charity to support each year selected through a poll. Crash was supported 2022 and CRY are being supported 2023



Social committee meet regularly to discuss charity and social events



Pro bono works have been completed to support local communities and charities



Supply chain assessments updated to reflect sustainability objectives



EDI policy in place ensuring that everyone has equal opportunities



Laura Abbott | Group Financial Controller

## Subject Matter Lead for Environmental

“When I was looking for a new employer it was very important for me to find somewhere that had sustainability high on their agenda and if possible, a plan to become B Corp accredited. Since joining Fulkers I have loved being involved with the B Corp application as well as other sustainability initiatives such as implementing the electric car scheme.

One of my favourite things that’s happening within the business since achieving our accreditation is that it is being ingrained into so many conversations; from board meeting prep to the stationary cupboard order, it really is a part of our company culture and behaviour.”



Environmental

11.6%

# Environmental

The assessment is focused on



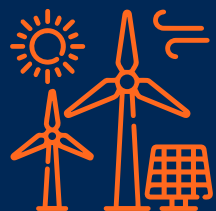
Environmental Management



Air and Climate



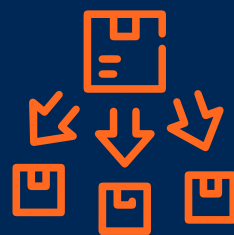
Water



Renewable Energy



Resource Conversation



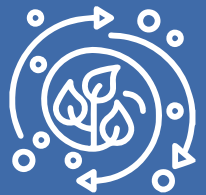
Transport, Distribution & Suppliers

# Achieved

Supply chain management improvements



Environmental policy developed to include supply chains, supporting with limiting travel of supplies



New benefit for company contribution to the purchase of electric cars



We have done our carbon emission calculation and set our Net Zero goals



Laura Noel | HR Director

## Subject Matter Lead for Workers

“Our certification involves a deep look into how we support our employees, from diversity and inclusion measures to employee benefits to staff ownership of company stock. This is important as it truly challenges Fulkers to look at how it treats its people and as such we have implemented a better range of employee benefits and initiatives over the last 18 months and this will only further drive change and improvement in this area. The last two years have more people evaluating their relationship with their work and shaping their careers to better align with their personal values and lives.”



Workers

33.3%



# Workers

The assessment is focused on



Career Development



Health



Wellness and Safety



Engagement



Human Rights



Worker Owned

# Achieved



Mental health first aiders and menopause advocates



Opportunity to buy additional annual leave days



Maternity leave enhanced



Charterships received



Promotions across all disciplines



New staff healthcare benefits including mental health support



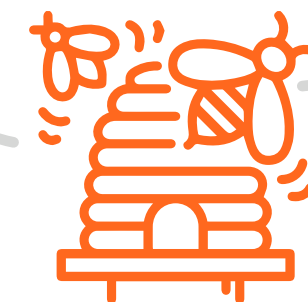
Emma Lampard

Sustainability Lead

“I am focused on the development of our sustainability strategy which will tie in all the key areas for development across the business, decarbonisation programme, Fulkers action plan for Net Zero, sustainability procurement, education and awareness, innovation and technology, governance and compliance and collaboration.

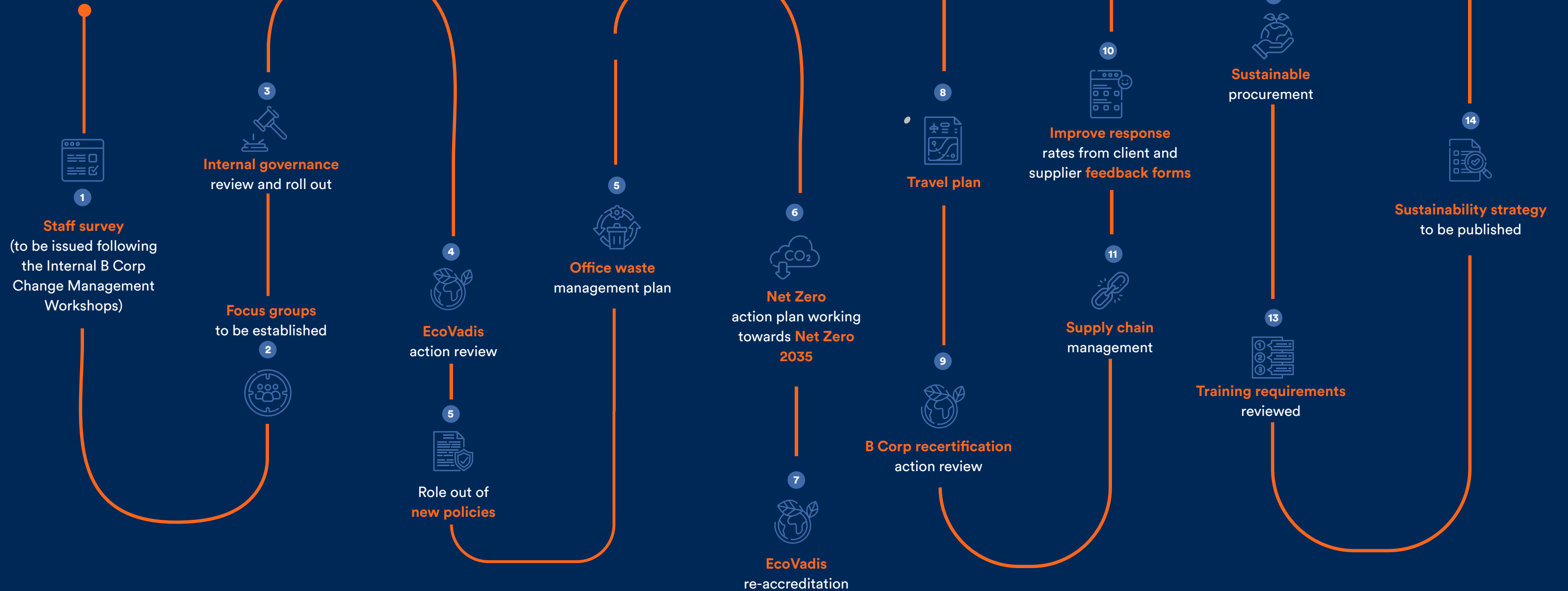
The sustainability strategy aligns our values, mission and objectives with sustainability principles, guiding decision-making and action in a way that benefits people, the environment, and the economy. It is an ongoing process that requires continuous evaluation, adaption, and improvement to meet evolving sustainability challenges and opportunities.

I will be managing the goals which have been set out in this Impact Report to ensure the right measurements are in place to guarantee that the 2024 objectives are met, whilst striving to improve our B Corp score over the next 3 years.”

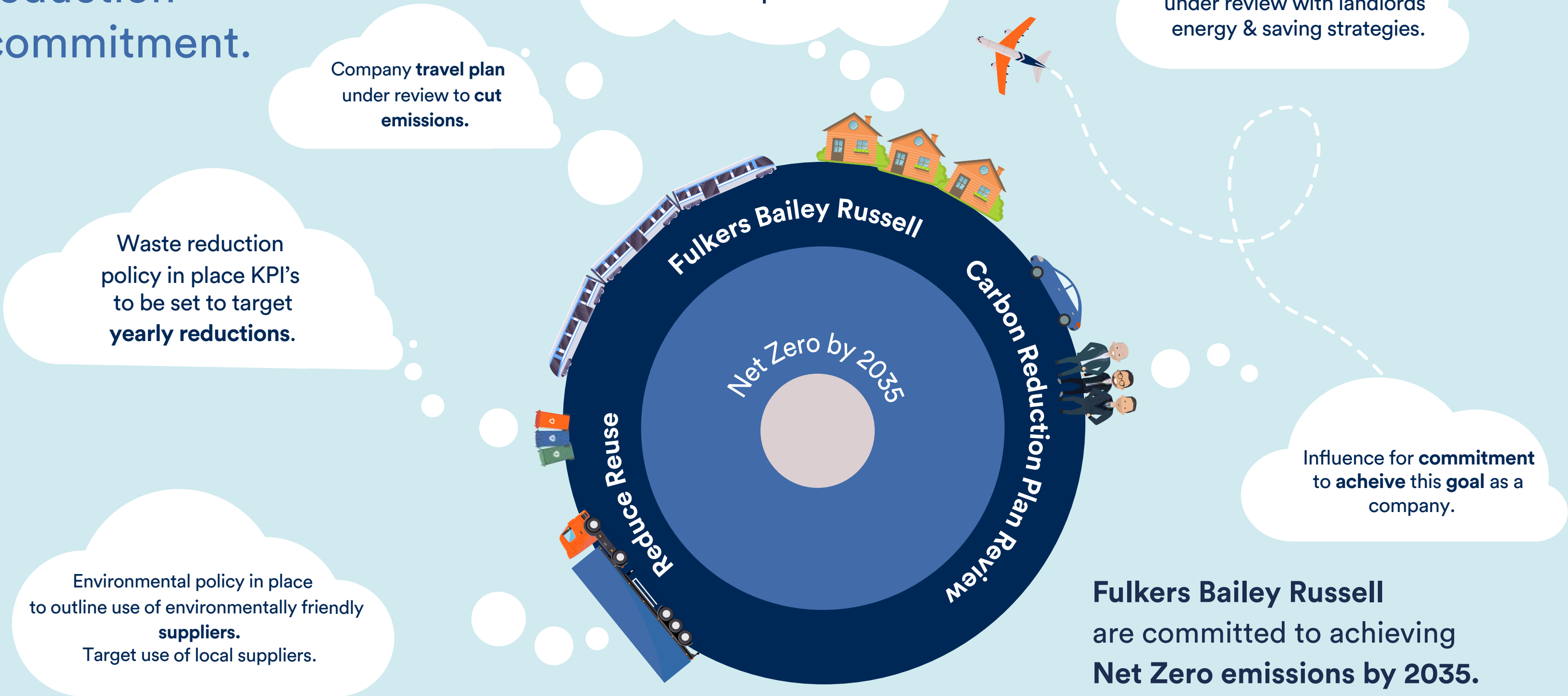


# What comes next - 2024 focus.

## Internal Plans:



# Our carbon reduction commitment.



# Fulkers Bailey Russell

Thank you for reading our Impact Report, if you would like to find more resources related to our **Sustainability journey and goals** please see the link attached [here](#) to our website.

