

Fulkers Bailey Russell



Impact Report.

2024



www.fulkers.co.uk



Our Bristol office took part in AJ Bell's Great Bristol run in May raising £600 for our chosen charity of the year Mind.

Change requires dedication, creativity, and collaboration of every individual within the organisation.

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The most significant impact we've observed this past year has come from our employees. Change requires dedication, creativity, and collaboration of every individual within the organisation. The real impact of our sustainability efforts has come from those who have embraced change and made it their own. Throughout this document we have included employee stories and efforts to embrace change this year.

Our Mission.



“Fulkers Bailey Russell is committed to delivering accessible, expert services that not only meet the needs of our clients but also foster the career growth of our team in a supportive and inclusive environment. We are dedicated to reducing our environmental and social impact across all projects and operations. 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. Our mission is to make a meaningful difference by sharing our knowledge and working collaboratively with others to drive sustainable growth and positive change.”



A team of brave Fulkers people took part in Tough Mudder to raise money for our chosen charity Mind.

Introduction.

“Becoming a B Corp has completely reshaped how I think about our responsibility to both people and the planet. I’ve seen firsthand that actions speak louder than words, and this understanding has driven the creation of my role as Sustainability Lead. This new position marks a significant turning point for the company, where sustainability becomes fully integrated into every decision, action, and outcome, ensuring long-term success.”

These milestones have not only validated our direction but ignited a new energy, inspiring us to continuously push boundaries. Over the past year, we’ve embarked on transformative decarbonisation initiatives, directly reflecting the positive internal changes that have shaped our client offerings. Our team has been at the core of this success, with their passion and innovation fuelling the impact we’ve made. What’s more, our dedication to engaging with local communities through partnerships with charities and consultants has amplified the reach and effectiveness of our efforts, deepening connections and creating shared value. Together, we’ve cultivated a sustainability journey that promotes collective growth and meaningful impact.

Looking ahead, we are elevating our ambitions even further. We’re committed to fostering an environment where sustainability is second nature, driving enhanced staff engagement, investing in targeted training, and developing focus groups to tap into the wealth of expertise within our team.

Our vision is clear and powerful: to empower every individual in our organisation to lead by example, ensuring that sustainability becomes an intrinsic part of our identity and our future.”



Emma Lampard
Sustainability Lead



In November 2023 Fulkers moved their London office to B Corp Certified Uncommon. An exceptional workspace and sustainable environment designed for teams to thrive in! Joining both our Brighton and Manchester teams who are also in B Corp serviced workspaces.

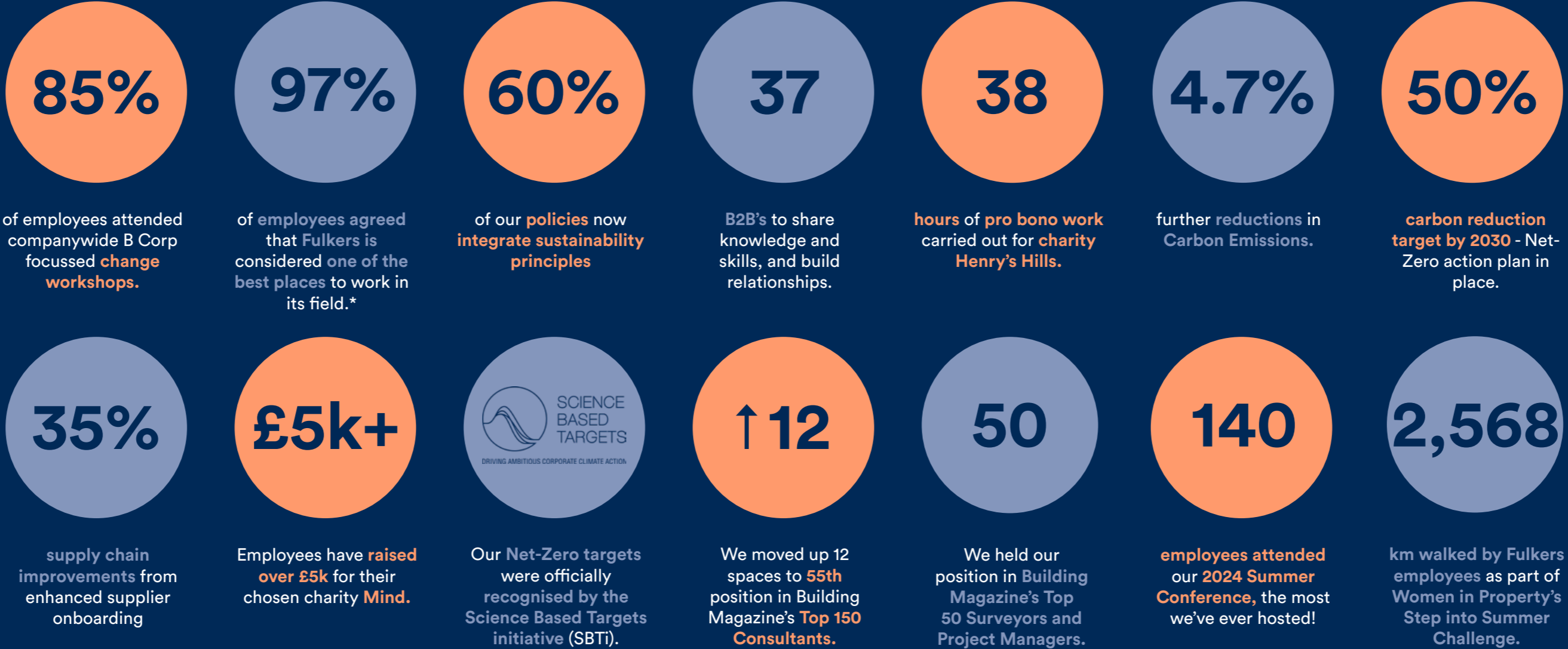
Last Year's Highlights.

In 2023 we achieved two huge milestones in our sustainability journey, becoming B Corp Certified and EcoVadis Accredited.



But the work didn't stop there, and in 2024 we achieved:

*of the 77% of staff who responded to our Employee Value Proposition (EVP) survey at the beginning of 2024.



“Over the past year, I've supported on key sustainability initiatives to reduce our environmental impact, driven by my passion for aligning with our B-Corp and EcoVadis goals. I introduced energy-saving measures like motion-sensor lighting in our offices and repurposed equipment to support remote work.

I also revamped our procurement policies to focus on sustainable suppliers, reducing our reliance on Amazon and switching to eco-friendly products, including IT equipment and cleaning supplies. By enhancing recycling programmes and partnering with B-Corp companies like Reconome, we've minimised waste. This is just the beginning, and I'm dedicated to continuing our sustainability efforts.”



Georgina Fell
Operations and Facilities Advisor

Workshops for Change: Engaging everyone in our sustainability journey

Working together, we've harnessed the power of teamwork, drawing on the collective wisdom and experience of our entire team.



At the start of this year, we hosted a series of change workshops following our success in gaining B-Corp and EcoVadis accreditations. These accreditations represent a significant milestone in our sustainability journey, and the workshops aimed to clearly outline what they mean for our business and how they will guide the future. Central to these discussions was the idea that these changes are not just procedural; they require a shift in behaviour and mindset, with everyone playing an essential role in this transformation.

The workshops were intentionally designed to be face-to-face and interactive, fostering an open and personable environment. Employees were encouraged to ask questions, share feedback, and engage in meaningful debate, ensuring that everyone felt comfortable with the changes and understood how their everyday actions contribute to our broader sustainability commitments. By facilitating these discussions, we reaffirmed our belief that meaningful change is a collective effort, with behaviour change at its core, driving us forward toward a more responsible and impactful future.





A Year of Change: Turning Vision into Reality.

While having robust practices and policies is essential, their true value lies in being actively embraced and applied across the organisation.



This year, we've focused on embedding these practices into our everyday operations, ensuring they are not just plans but tools that guide action. The real impact has come from our employees, whose dedication, creativity, and collaboration have driven our sustainability efforts forward. By working together, we've turned plans into action, strengthening our company and pushing our sustainability agenda further than we imagined.

We've also recognised the importance of practicality. Those who use these tools daily are the best judges of their effectiveness, so we've prioritised piloting initiatives to ensure they are fit for purpose. This hands-on approach has allowed us to refine strategies in real time, making our policies living documents that evolve and grow with us. In this year of change, we've transformed vision into reality, and our journey is just beginning. We remain committed to continuous improvement, empowering everyone to contribute to our ever-advancing sustainability efforts.



Our Marketing Team set a great example of embracing change when organising this year's Summer Conference. From researching B Corp certified/environmentally conscious venues, to engaging with B Corp certified suppliers, to reducing the use of single use products. Pictured to the left were our sustainable name badges made from seed paper which employees were encouraged to take away and plant. The Marketing Team are encouraging employees to photograph the lifecycle of their seeds to be shared in Fulkers internal newsletter.

Our Charity Work.



Following employee nominations and a companywide vote, Fulkers chose to support Mind this year as their corporate charity partner.

Excited to partner with this established national charity and contribute to their vital work in mental health awareness and support, we have been able to join in with lots of their prearranged events across the UK throughout the year as well as planning our own fundraisers, to really help bolster their efforts to make sure nobody has to face a mental health problem alone.

In return, Mind have been a great support to Fulkers by offering us a companywide CPD on mental health in the workplace (one of our most well attended CPD's this year), sharing key messaging around mental health issues and the support that is available for us to put in our monthly internal newsletters and also meeting with our Social & Charity Committee co-chairs every month to run through our fundraising plans and help support us in meeting our fundraising target.

Our charitable support hasn't stopped with Mind... Whilst reading the stories that were put forward by employees nominating charities, we realised there was another opportunity for us to also help a smaller charity at grassroots level with the gift of time and skills. So in line with our B-Corp values we have also been supporting Henry's Hills, a family fund for Duchenne UK, and a small,

under resourced charity, throughout the year with valuable services such as event organisation and PR.

In addition to working with Mind and Henry's Hills, we're delighted to offer all our staff one additional day's leave to complete charitable work each year to volunteer with a registered charity of their choice. This is a great opportunity for our people to make a positive difference in the community and we love to hear about their experience afterwards - often sharing it companywide in our internal newsletter.

Overleaf you can see some great examples of fundraisers we have organised and taken part in for Mind, work we have done with Henry's Hills and examples of volunteering employees have undertaken using their charity day.



As part of our corporate partnership with Mind this year, our Social & Charity Committee encouraged all staff to pack up any unwanted items at home and donate them to their local Mind charity shop as part of their B Corp Month Donations Drive earlier this year.

Our Charity Work.



Click on the images to find out more about some of our great charity initiatives this year!

FULKERS EUROS 2024 SWEEPSTAKE.

Albania	Daniela Di Piero	Netherlands	Billy Wierdsma
Austria	Adam Strahe	Poland	Simony Miga
Belgium	Liam Berry	Portugal	Olivio Cuid
Croatia	Alex Scott	Romania	Bethany Burgess
Czechia	Carl Pflim	Scotland	Liam Pullan
Denmark	Walter Wood	Switzerland	Gay Household
England	Rhys Alliman	Slovenia	Damen England
France	Jack Heneghan	Slovenia	Jaka Miroc
Germany	Kate Jones	Spain	Jan McNamara
Germany	Andy Tibbe	Switzerland	Mary Sheildan
Hungary	Jamie Carter	Turkey	Georgina Pali
Italy	Christina Hayward	Ukraine	Nikolai Rusnell



“At the start of this year, I began volunteering with Together Co, a local Brighton based charity committed to combating loneliness by fostering meaningful connections. The intention is to provide support and a friendly face for people who have no one else to talk to, either because of disability, mental health issues or other reasons. I have been meeting my connection every couple of weeks now for an hour or so and this has been incredibly rewarding.

Giving back to my community, despite balancing a busy family life and work, has allowed me to see first-hand the positive impact this work has, not just on my friend, but on myself as well. Volunteering has reinforced the value of connection, and I'm grateful for the opportunity to be part of such an important part of life, which is often overlooked in today's manic lifestyle.



Euros Sweepstake raising money for Mind, The Construction Industry Dragon Boat Challenge, Women in Property's Step into Summer Walking Challenge, GPF Lewis Charity Football Tournament, Bake Sale for Mind to mark International Day of Charity, PRIDE themed bake sale for Mind, Henry's Hills Gala, Valentines Day Bake Sale for Mind, JLL Property Triathlon, Charity Auction for Mind, Tough Mudder in aid of Mind, Henry's Hills 100 Miles for £100 Walking Challenge, Fulkers Bars raising money for Gympanzees and Mind in line with WIP Autumn Social and Craddys Kwik Cricket event raising money for Penny Brohn UK.



Our Score*

95.4



Workers
33.3



Governance
19.5



Community
17.7



Customers
13.2



Environmental
11.6



B-Locals provide an excellent platform for connecting with local B-Corps and exchanging innovative ideas. We strongly encourage all staff to take full advantage of these valuable events.



Sustainable Development Goals.



Launched in 2015 by the United Nations, the Sustainable Development Goals (SDGs) consist of 17 ambitious targets designed to address global challenges such as climate action, inequality, and resource scarcity.

These goals are vital to shaping a more sustainable and fairer world by 2030. By embracing the SDGs, businesses and organisations have a unique opportunity to contribute to a global movement for positive change, demonstrating their commitment to environmental stewardship, social responsibility, and economic growth. The SDGs provide a unified framework that guides action across industries and sectors, helping us all move toward a more resilient and equitable future.

The next few pages highlights the SDG goals Fulkers are impacting, these have been applied across the applicable five B-Corp categories.



SUSTAINABLE DEVELOPMENT GOALS

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS




Workers.

Our employees are essential to Fulkers success, it's important to us to ensure the well-being, engagement, and development of all our employees.

This in turn drives innovation, productivity, and long-term success, aligning our business practices with our values of fairness, equity, and sustainability.



Each month our Sustainability Lead provides tips on sustainability in the workplace and at home, in our Internal Newsletter - 'The Fulkers Observer', the above addition from April 2024 talked about sustainable ways to recycle old company and personal tech.

 <p>Last Year's Achievements: We have had promotions across all disciplines, EDI training rolled out, improved health care benefits, appraisals undertaken for all staff and a staff feedback survey issued.</p>	 <p>Gender Equality 20% of women in senior positions</p>
 <p>Good Health & Wellbeing Improved healthcare benefits</p>	 <p>Decent Work & Economic Growth Promotions across all disciplines</p>
 <p>Quality Education 380 amount of hours training per annum</p>	 <p>Decent Work & Economic Growth All staff bonuses</p>
 <p>Gender Equality 40% of women working for the company</p>	 <p>Decent Work & Economic Growth 100% of staff paid real living wage</p>



“Walking through the doors of our B-Corp accredited London office, the first thing you see is our B-Corp accreditation, which makes us far more conscious of our impact to the environment and how we can make a difference every day. From small wins such as conscious recycling and reduced printing, to better forethought into purchasing single use products and greener means of commuting to and from places of work. It's great to see this ethos being carried forward by everyone at Fulkers Bailey Russell, no matter what level they are.”



Roy Nelson
Associate Director

Governance.

Governance drives the creation of new policies and the update of internal documentation, ensuring that sustainability is consistently prioritised across all projects and programmes.

Through focus groups, staff surveys, and change workshops, we increase employee engagement in sustainability, embedding these principles into our operations and decision-making processes.



Last Year's Achievements: Staff training increased, a new training portal introduced, delivery documentation updated to ensure sustainability was included through the life cycle of a project and sustainability guidance documentation developed.



Decent Work and Economic Growth
Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all



Responsible Consumption & Production
Ensuring sustainability is integrated into all projects and programmes



Climate Action
Action to combat climate change and its impacts by reducing greenhouse gas emissions, building resilience, and promoting climate adaptation efforts



Partnerships for the goals
Focus groups established and partnerships are being strengthened with a sustainability focus



Community.

Community work and engagement is vital for our company as it strengthens our commitment to local charity support, including partnerships with organisations like Mind, Duchenne, Together Co and The Clock Tower Sanctuary.

By conducting social impact audits and developing a robust strategy, we are ensuring our efforts are meaningful and measurable. Increased supplier engagement, along with staff surveys and change workshops, further integrates community-focused initiatives into our operations, amplifying our positive social impact.



Last Year's Achievements: Community engagement increased, our company voted to support the charity Mind with a target of raising £15,000 by the end of the year. We are also supporting other local charities, through raising money or dedicating staff time to support where needed. There were supply chain improvements through new sustainable policies and practices and a local supplier data base was created for office supplies.



No Poverty
Initiatives to increase working with local communities



Zero Hunger
Support local food banks



Responsible Consumption and Production
Promoting sustainable consumption



Peace Justice and Strong Institutions
Social value audit and strategy being developed



Together our Brighton office are bringing hope to those who need it most. By contributing to local charity Clock Tower Sanctuary's Wishlist Wednesday initiative. Showing local young people experiencing homelessness that they are not alone by donating much needed items.

Customers.

It's important to Fulkers to support our clients in achieving their sustainability targets.

By increasing sustainability focused CPDs, enhancing procedures and policies to meet client needs, and forming partnerships with specialists for advanced knowledge sharing, we ensure that our clients receive the highest level of sustainability training and support, driving mutual success and positive environmental impact.



Last Year's Achievements: Decarbonisation services increased to support client demand, collaboration with specialist consultants increased to expand our knowledge and services, we presented client CPDs on sustainability and project policies and procedures were developed.



Affordable & Clean Energy
Focus on energy saving changes to Net-Zero



Industry, Innovation & Infrastructure
Focus on retrofit and reuse



Climate Action
Prioritising climate action, Fulkers helps customers reduce their environmental impact



Life on Land
Promotion of biodiversity gain across all projects

Environmental.



We are committed to improving our environmental impact and through the improvement in our sustainable practices, including the implementation of a comprehensive environmental policy, waste management policy, and procurement policy.

By enhancing our supplier onboarding form, creating a sustainable supplier list for office supplies, and improving Net-Zero data capturing, we ensure that our operations align with our environmental goals. Additionally, achieving science-based targets validation highlights our dedication to measurable and impactful environmental stewardship.



Last Year's Achievements: Improved carbon emissions data capturing, third carbon reduction plan issued, carbon emissions reductions, supported clients with decarbonisation programmes and projects, supporting clients with Net-Zero and sustainability targets, increased supply chain management, increased awareness internally and externally for environmental impact for company operations and clients buildings and estates.



Sustainable Cities & Communities
15 of our projects are focused on sustainable goals



Responsible Consumption & Production
4.72% total carbon reduction



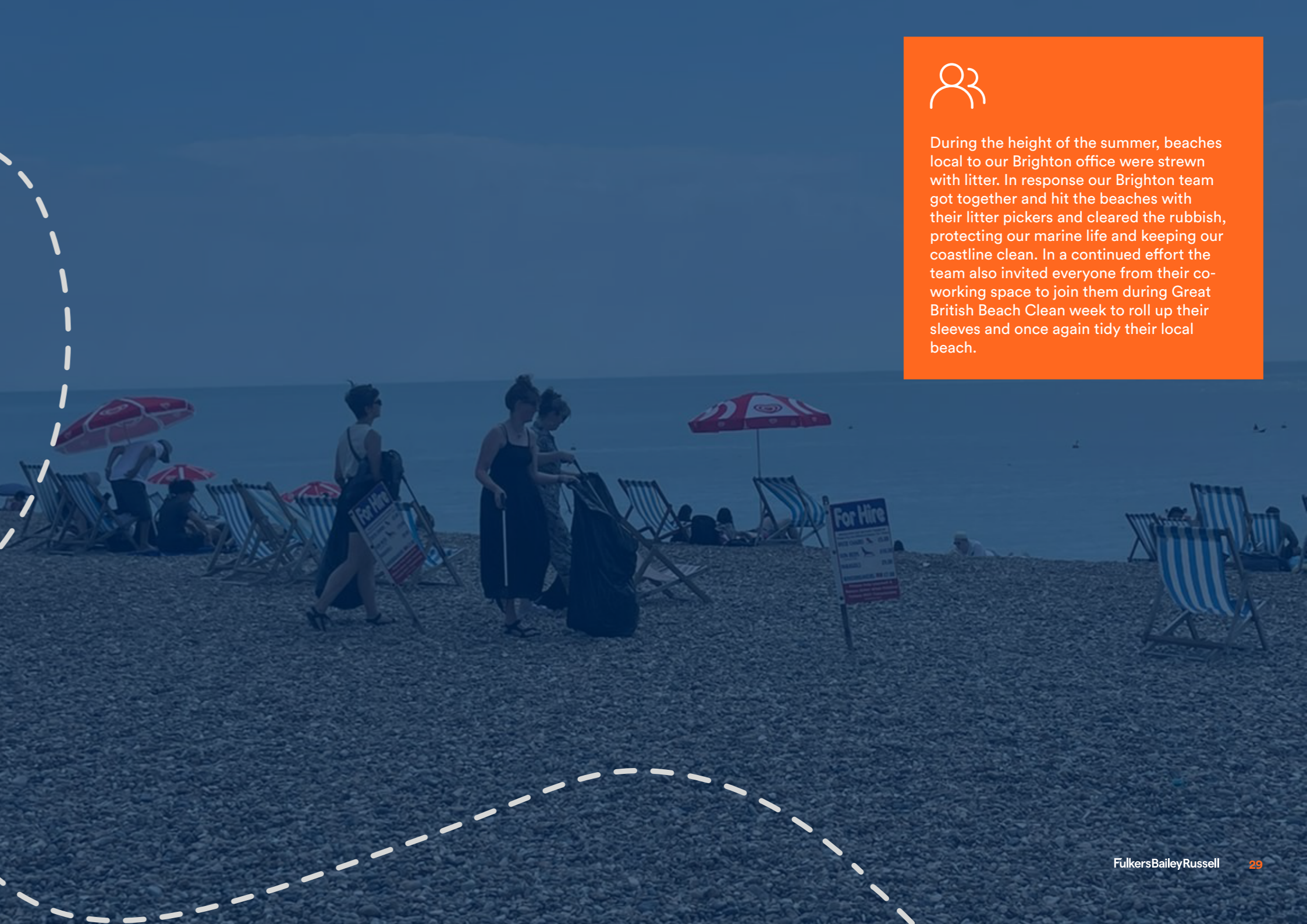
Climate Action
Change management workshops, clear goals to target climate action



Partnerships for the Goals
Seek local partnerships to deliver new innovation and target Net-Zero goals



During the height of the summer, beaches local to our Brighton office were strewn with litter. In response our Brighton team got together and hit the beaches with their litter pickers and cleared the rubbish, protecting our marine life and keeping our coastline clean. In a continued effort the team also invited everyone from their co-working space to join them during Great British Beach Clean week to roll up their sleeves and once again tidy their local beach.



Our Carbon Commitment.

-  To create awareness.
-  Share knowledge and resource.
-  Use of more sustainable materials and practices.
-  Development of our focus on **sustainable procurement** process/ policy.
-  Develop our **corporate social responsibility procurement** process / policy.
-  **Staff training.**
-  Ensure **sustainability** is at the **forefront** of all client conversations.
-  To lead by example.
-  Develop our **KPI's** to reflect the above.
-  Invest in **people and suppliers.**

Our Carbon Emissions.

Reporting Year 2023/24 (1 April - 31 March)

This is Fulkers third carbon emissions report, in which we have made a comprehensive effort to calculate our entire business carbon footprint, including emissions from the supply chains of the goods and services we use. Our Net-Zero commitment encompasses all our emissions, and our actions focus on reducing them.

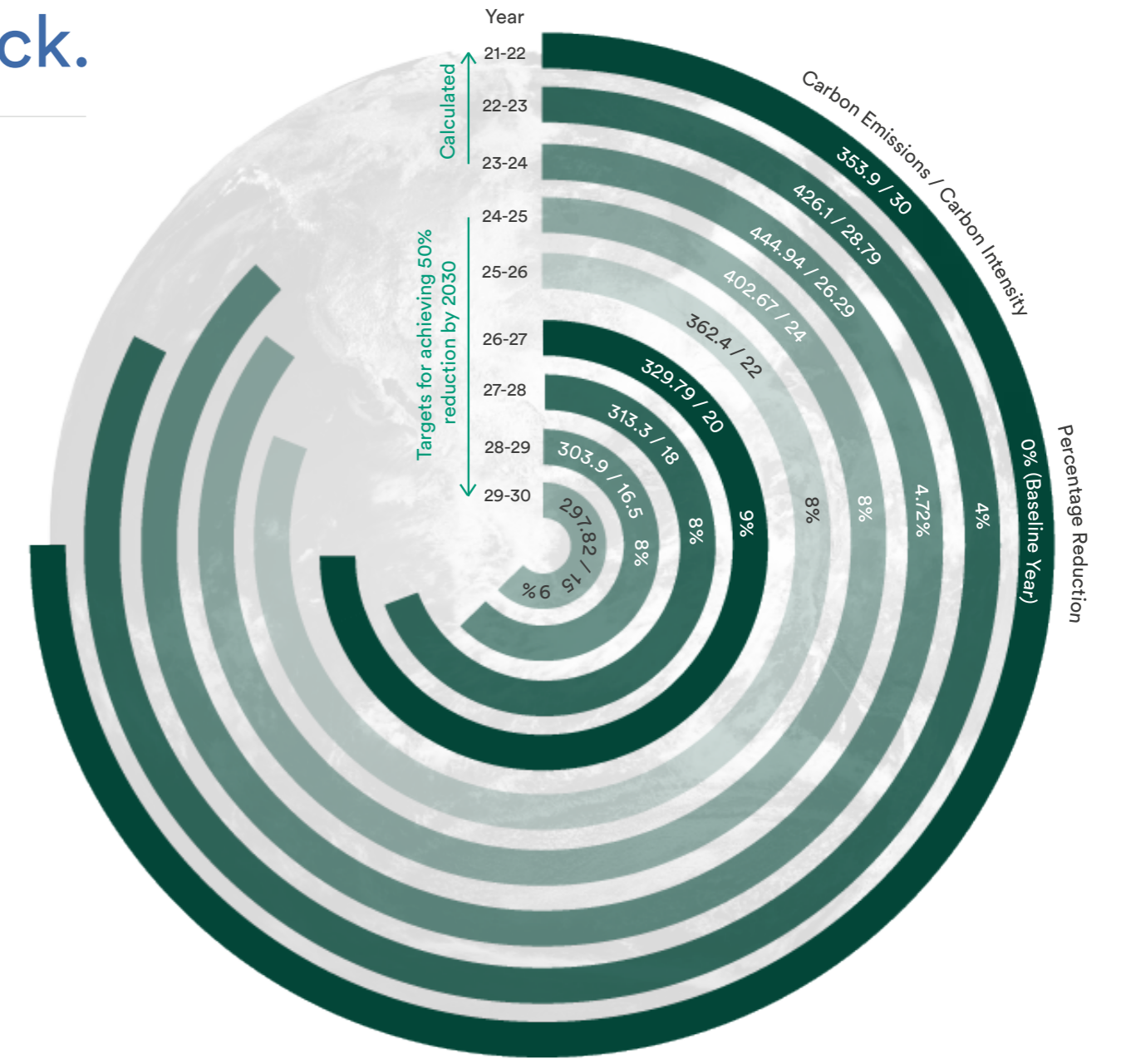
In last year's report, we identified data gaps that required us to estimate emissions in certain areas. This year we have worked diligently to close these gaps.

Our emissions have slightly increased as a result of more accurate and comprehensive reporting, which is a positive development as it allows us to accurately measure our baseline emissions and set a more effective and targeted reduction plan moving forward.

Our Carbon Clock.

The carbon intensity targets are based on an estimated business growth between now and 2030.

Reducing absolute emissions is also critical for contributing to global climate goals, as it reflects a real reduction in the total greenhouse gases the company emits.



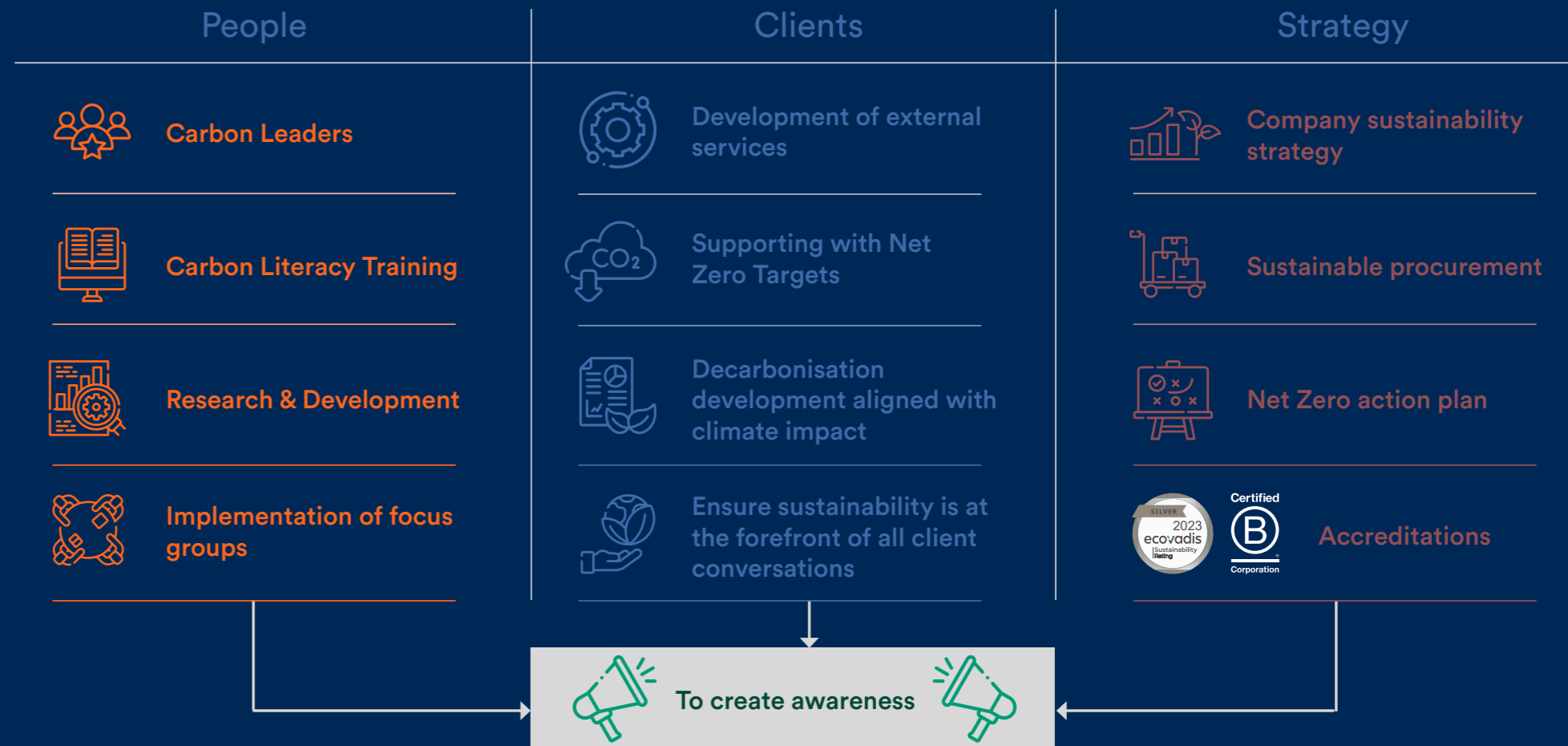
Summer Conference.



 Our annual Summer Conference, held this year at Royal Holloway, University of London, brought everyone from across our UK-wide offices together! From fun team building activities to a very successful charity raffle and auction for Mind, a great day was had by all. Our CEO took the opportunity of everyone being together to do a business update reiterating our core objectives which are underpinned by ESG.



What Comes Next.



Raising the bar for construction
consultancy services.

www.fulkers.co.uk

London | Basingstoke | Brighton | Bristol | Kings Hill | Manchester