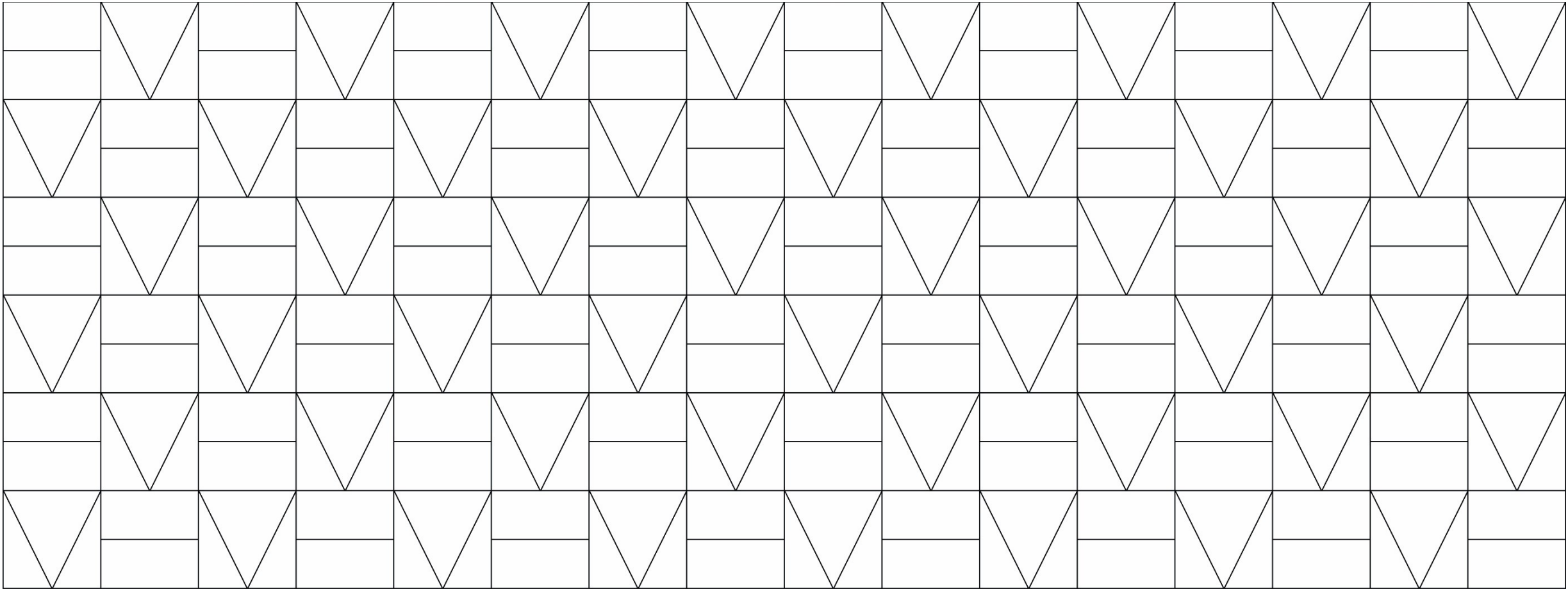


01

Our Vision



Our Charter

Our sustainability charter is founded upon a detailed roadmap, that will guide our practice towards a zero carbon future, focussing on three key areas;

- **The way we work;** Assessing the impact of our working practices, studio culture, and the daily impact on the environment through the operation of our business.
- **The way we create;** Challenging our approach to the design and procurement of buildings, and collaborating with like minded clients, to achieve a built environment that delivers net zero target emissions.
- **The words we speak;** Sharing knowledge, investing in research and development, and raising awareness as ambassadors in the advocacy of change.

We are addressing each of these key areas through our assessment of **Climate, Wellbeing and Resilience**, to allow us to focus on the multiple challenges that are faced in creating a sustainable environment for our communities.

Each key theme is outlined within this document, with our commitment to explore, research and address each element through our annual review, to drive continual change through our industry and our business.

The evolution of our practice will be translated through our Business Management Systems, to bring surety and consistency in delivery, positively reinforced and promoted by our architects, designers and directors.

A vision to craft
architecture that
creates only positive
impact to the
community and the
environment

Climate

Whole Life Carbon

- Creation of buildings with net zero operational carbon
- Promotion of refurbishment rather than rebuilding
- Tracked + continually reduced embodied carbon through design
- All Holmes Miller studios and activities assessed as carbon neutral

Circularity

- Designing to create growth in the creation of sustainable materials
- Designing to reduce the demand for raw materials
- Designing to reduce waste material generation
- Designing to extract maximum value from any raw materials used

Travel

- Optimise accessibility through design, reducing inequalities
- Promote cleaner + greener choices through development appraisal
- Promotion of active travel + healthy choices through design
- Decarbonise all Holmes Miller studio travel

Environmental

- Assess all projects against the impact + protection of the natural environment
- Derive positive impact through Environmental Impact Assessments
- Enhance biodiversity through buildings and landscape
- Design to mitigate air, water and noise pollution

A vision to craft
architecture that
creates only positive
impact to the
community and the
environment

Wellbeing

Physical Wellbeing

- Designing buildings that offer the optimum environmental conditions for users, in air quality, daylight + temperature
- Promoting design solutions that encourage movement + activity
- Recognising + designing to ensure inclusiveness throughout
- Understanding our end users + learning from our experiences
- Repurpose all carparking in Holmes Miller studios, to provide quality external space, cycle parking and EV car sharing areas

Social Wellbeing

- Focussing on clients that are promoting socially inclusive + community led projects
- Designing spaces that promote social interaction, connection and positive user engagement
- Investment in 'non-profit' activities and projects to enhance the local community surrounding Holmes Miller studios
- Promote an active, engaging culture of support across Holmes Miller studios

Mental Wellbeing

- Develop specific end user kpi's and PoE assessments linked to projects, to ensure positive impact on community wellbeing
- Promote biophilic design where possible
- Promotion of enhanced landscaping across Holmes Miller projects
- Establish a flexible working policy for all staff
- Promote digital conferencing as a principle option for meetings + engagement

A vision to craft
architecture that
creates only positive
impact to the
community and the
environment

Resilience

Transitional Risk

- Identifying and designing to suit the ongoing shift to a low carbon economy
- Recognising that changing energy sources, and their impact on building procurement and future viability
- Designing for flexibility and occupancy adaption
- Working beyond the legislative and regulatory minimums to future proof investments

Physical Risk

- Designing for climate change, and working to mitigate the impact of shock / stresses around flooding, overheating, and environmental impacts

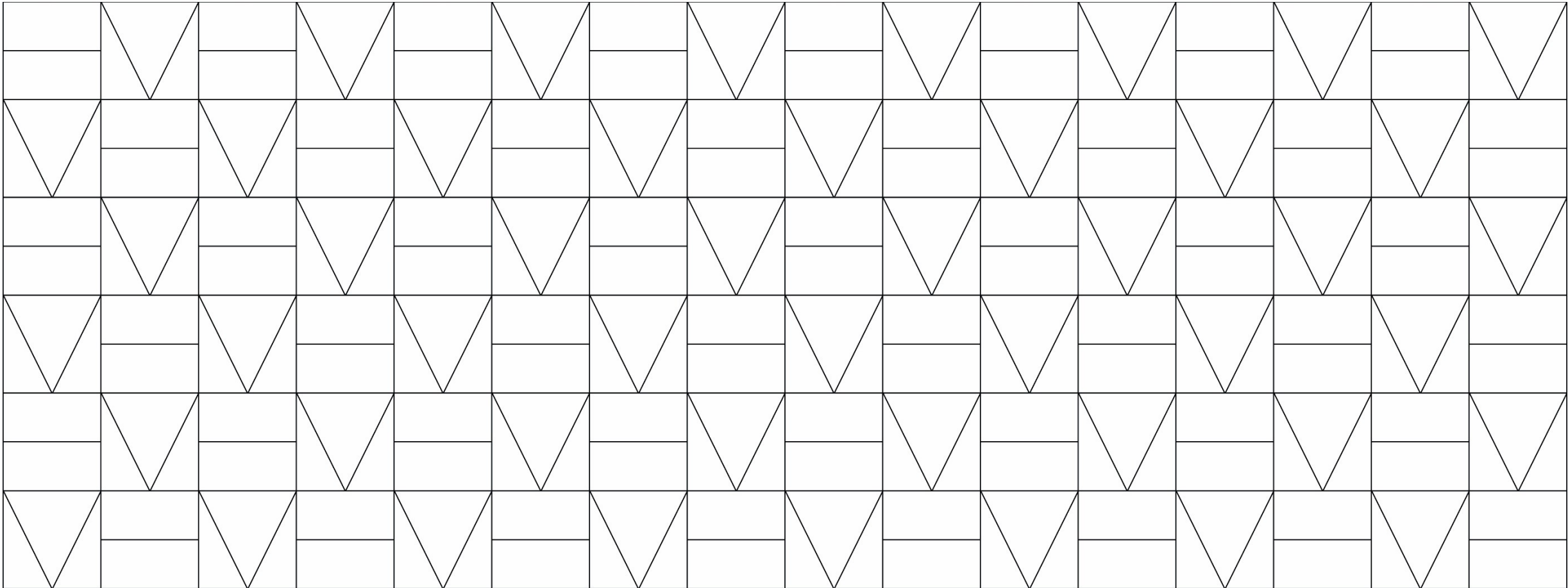
Economic Risk

- Active promotion of solutions that offer best long term economic and sustainable value
- Designing to protect against economic risk and safeguard investment
- Working with clients and frameworks to promote ethical and sustainable investment in the built environment

A vision to craft
architecture that
creates only positive
impact to the
community and the
environment

02

Our Achievements



We have been developing and enhancing our working practices as a business since 2019, challenging the way we work to determine if a more sustainable approach could be taken, whilst enhancing the social and cultural outlook of our studios

Climate

- Practice registered with Carbon Footprint
- Implementation of a flexible working policy, that mitigates the need for staff to commute at rush hour periods
- Dedicated 'car free' days across each month, to mitigate the dependency on car use
- All carbon generated through flights taken by directors and staff offset through dedicated programme
- Training programmes being implemented to further enhance staff knowledge of passive design principles

Wellbeing

- All staff provided with contributions towards gym memberships
- All staff offered the opportunity to utilise the 'Cycle to Work' initiative
- Redesigned Glasgow studio providing greater opportunity for staff integration, social space and collaboration areas
- Fostering a positive studio culture, with regular office events, discussions and staff lunches

Resilience

- Full implementation of a 'Working from Home' policy, allowing uninterrupted service in the event of a local, national or global event

Changing the way we work, to create a sustainable environment for our staff and a positive influence on the planet

Our approach to the design and development of architecture is focussed around the creation of sustainable buildings, with our studio teams striving to ensure the optimum solution for our clients, bringing long term value both economically and ecologically;

Climate

- Development and implementation of Holmes Miller Performance Standards across all projects, aligning with leading guidance from RIBA, UKGBC and LETI
- Design of one of the UK's first community leisure centres, being developed to meet Passivhaus Standard
- Appointment to design and deliver Michelin Scotland Innovation Parc, one of the UK's largest green energy research, development and manufacturing centres

Wellbeing

- Development of a unique project for East Dunbartonshire Council, focussing on the delivery of an adult learning centre, linked to a new leisure complex, bringing key design studies in dementia care, autism and inclusion.
- Working directly with Care Home operators to develop bespoke solutions to allow better connection between residents and their families, particularly during pandemic events

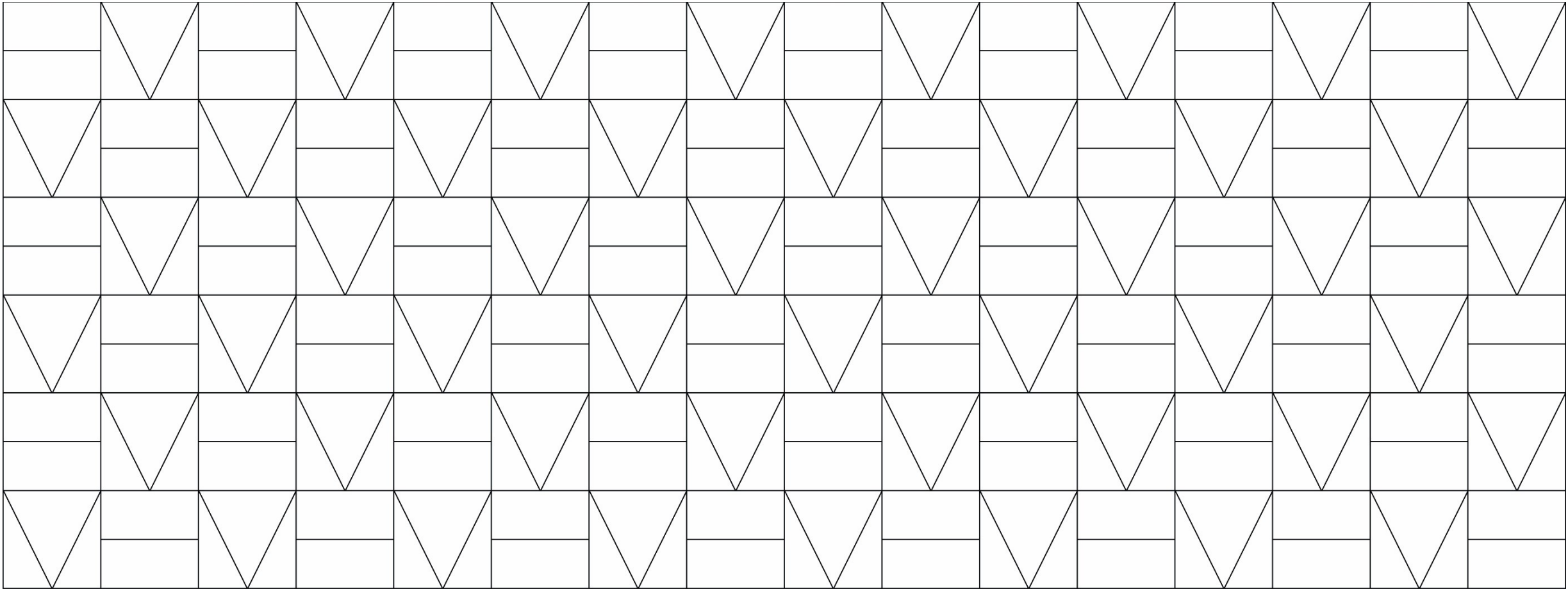
Resilience

- Working with clients ahead of new project procurement, to allow an understanding of the key changes in energy use and supply, along with key factors in controlling 'in-use' energy through their estates

Collaborating with
enlightened clients,
designing sustainably,
specifying ethically
and delivering
intelligently

03

Our Ambition for 2021



Building on our achievements, and recognising the significance of the UN Climate Change Conference (COP26) in 2021, we have set the following ambitious targets for the forthcoming 12 months;

Climate

- Establish Holmes Miller embodied carbon reduction strategy, through development of design software to embed carbon values, and allowing usage to be monitored.
- Work with clients to obtain and monitor in-use energy across our projects, to allow assessment and continual reduction towards zero carbon
- Obtain and monitor environmental data from Holmes Miller public sector projects, to inform design development + optimise building operation
- Eradicate all 'single use' plastic from our office, hosted events and daily use

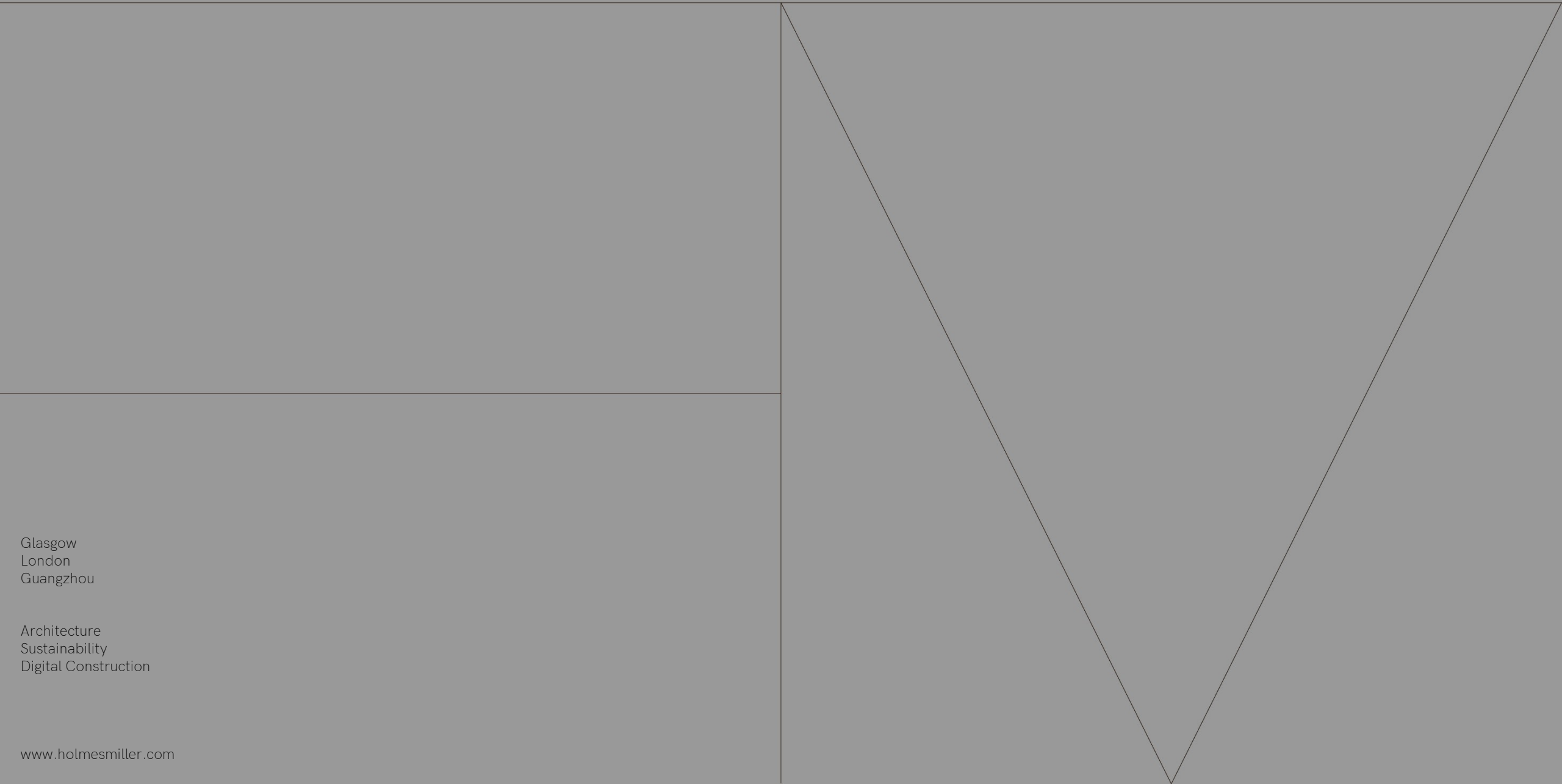
Wellbeing

- Develop bespoke pre, and post-occupancy evaluation services that offers tailored soft-landings / RIBA 7 solutions, and ensures our buildings respond to unique project key performance indicators

Resilience

- Active attendance at COP26 in Glasgow, advocating change in the built environment, and providing commentary and commenting on vital events surrounding this summit

Challenging our approach, refining our delivery and positively addressing the climate agenda



Glasgow
London
Guangzhou

Architecture
Sustainability
Digital Construction