



Sustainability Report

2022-2024

CUNDALL



Many things have changed since Cundall was founded nearly 50 years ago, however, sustainable design and making a positive contribution to our communities are still at the heart of our business, shaping everything we do. We articulate that sense of purpose as creating the best opportunities for our people, and sustainable solutions for the planet.

Since our 2022 Sustainability Report we have embedded this thinking across all our operations. The four pillars of our business strategy drive us to attract, retain and develop the brightest minds in the industry, allowing us to deliver exceptional projects for our clients, with a focus on designing for net zero.

We continue to build on our strong culture, staying true to the fundamental values and ethics of our 'One Cundall' ethos. These principles unite all our people at every level of the organisation, and encourage everyone, regardless of seniority or their role, to find ways to make a positive difference in both our work and personal lives. This is demonstrated in the kinds of pro bono work, community involvement, thought leadership and industry collaborations we have been undertaking.

With the buildings and construction sector reported to be responsible for almost 40% of global carbon emissions, as engineers and consultants, we understand the responsibility and opportunity Cundall has, to engage early-on in a building's design journey, to instigate discussions on reducing emissions released through the design, construction, operation and the end of a building's life, and go beyond the conversation about energy in use. We are learning along the way and will continue

to collaborate with clients and our peer networks of design, construction, property development, facilities management, and real estate investment stakeholders, to navigate this difficult path to zero carbon design and strive for more resilient and sustainable buildings. This report features some of the projects in which this collaborative approach has worked in practice.

During the past two years Cundall has continued to expand, opening offices in new regions, diversifying our skills and project capabilities, and attracting new talent. We now have over 1200 employees globally, and this has brought new opportunities to address the social dimensions of approach to ESG. Our Cundall communities, new People Strategy and progress in employee health and wellbeing all contribute to Cundall being a workplace, where those who trust us with their careers can learn, grow and develop.

It is important we lead by example, and our efforts as a business demonstrate that we see the urgency of the challenges facing our world and recognise our moral responsibility to act. Every positive step matters, because together, even our small steps add up to major progress on the collective journey to a sustainable world.

Carole O'Neil
Managing Partner

Cover image: Eden, New Bailey, Salford, United Kingdom
The UK's first new build building to achieve a 5.5 NABERS 'Design Reviewed' Target Rating.

How to use this document:

IntroductionIndustry LeadershipOur projectsOur workplaceOur community

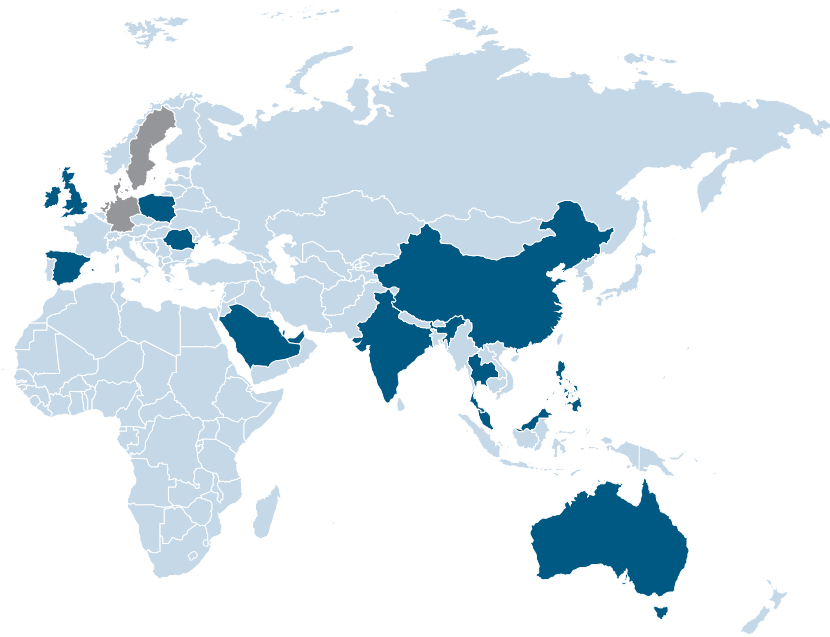
Click on the tabs above to navigate through the document

Click on this icon to link through to further information

About us

Our Locations

UK & Ireland	Europe	Australia
Belfast	Bucharest	Adelaide
Birmingham	Madrid	Brisbane
Bristol	Warsaw	Melbourne
Dublin	Wroclaw	Perth
Edinburgh		Sydney
Glasgow	Asia	
London	Bengaluru	Associated offices
Manchester	Chennai	Denmark
Newcastle	Hong Kong	Germany
	Manila	Netherlands
MENA	Malaysia	Sweden
Doha	Shanghai	
Dubai	Singapore	
Riyadh	Thailand	

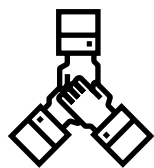


Ideally positioned to be a catalyst for change, Cundall provides professional services from business level strategy and governance through to building performance and design.



29

Offices globally



1000+

People worldwide



1976

Established

We are a multi-disciplinary practice operating as a single team across all our global offices. We aspire to provide consultancy services and create designs that positively impact communities and provide great opportunities for our people. Every project is Partner or Director-led to provide senior ownership across its lifespan.



50+

Countries projects delivered in



500+

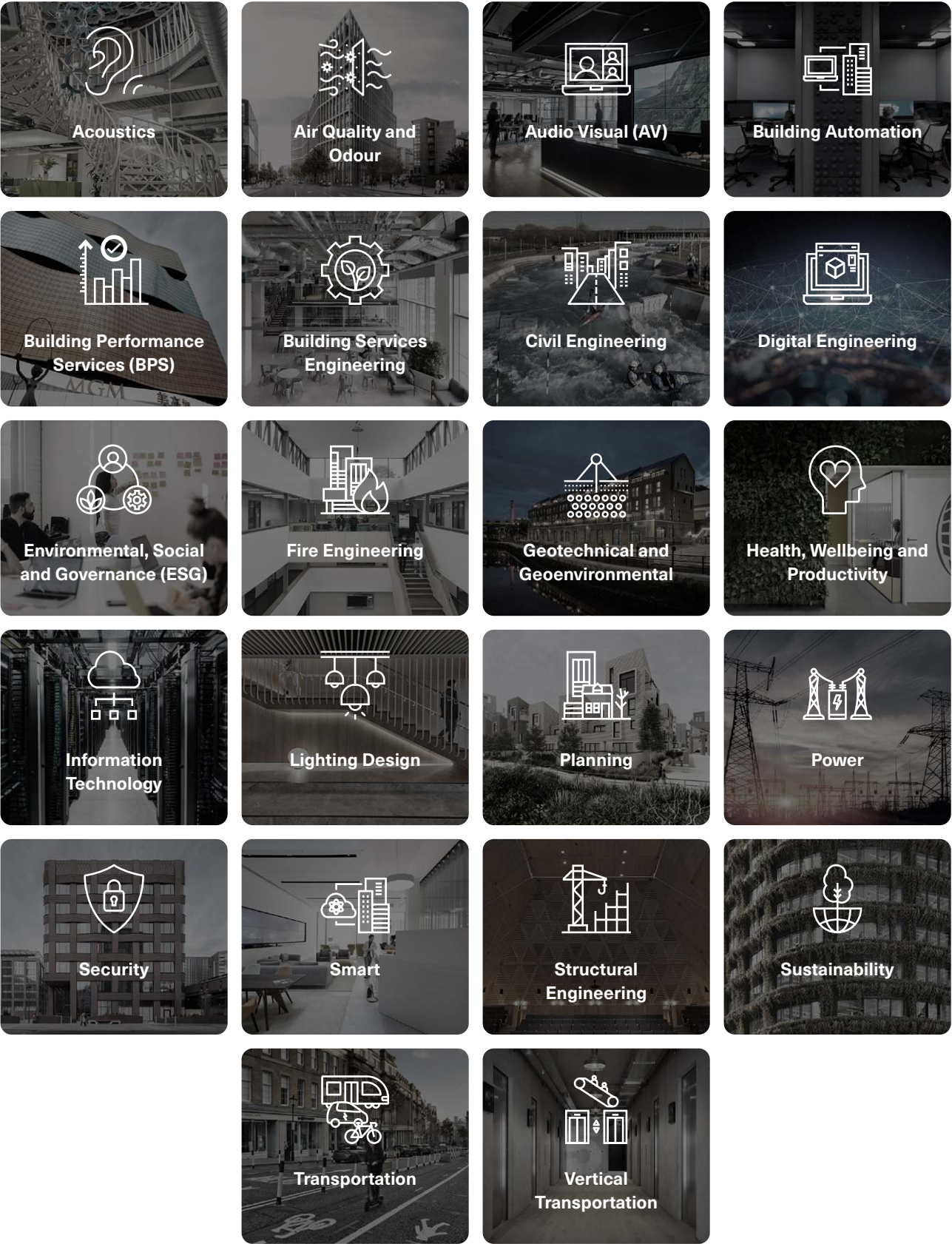
Awards won



2030

By the end of 2030 all our projects will be aligned with our zero carbon design criteria

We believe all projects offer a chance to bring meaningful change to the industry, and in addition to sustainable design, we are leading the way in creating spaces that nurture health and well-being. We are proud to be at the centre of pioneering design on some of the most exciting projects in the world.



Our sustainability roadmap

Our vision

Our philosophy hasn’t changed, and we hold true to the ethos espoused by the founding partners in 1976.

- Agents of change for a sustainable world
- The best place for talent to grow and flourish
- Construction industry thought-leaders
- Everyone’s favourite consultants

Cornerstones

We measure our contribution towards environmental and social impact across our four sustainability cornerstones.

INDUSTRY LEADERSHIP



OUR PROJECTS



OUR WORKPLACE



OUR HOMES AND COMMUNITY



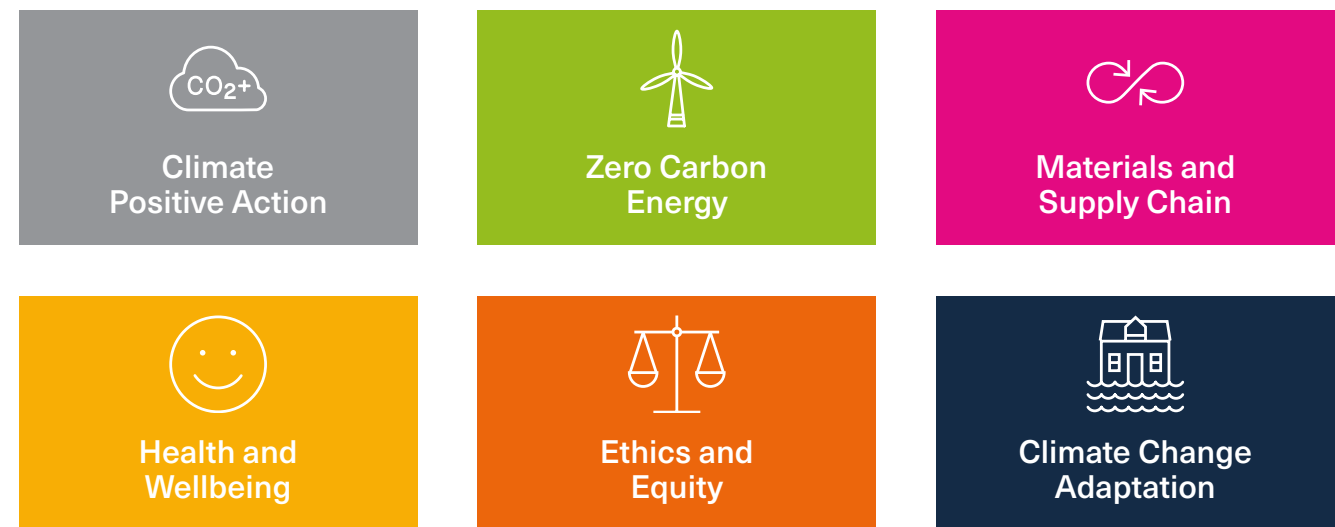
Our values

In striving to deliver this vision, we hold true to the values that have always underpinned our success.



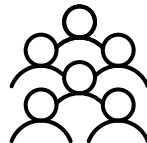
Sustainability priorities

Following a detailed materiality review of our business, we have identified six sustainability priorities to focus on.



Key achievements

July 2022-
July 2024



People and culture

Our people and culture strategy reflects our commitment to recruiting, training, and developing a global team that feels the leadership has invested in them and sees their value. From 2022 to 2024, we've also refreshed and enhanced our Cundall communities, ensuring people remain at the heart of everything we do.



Cundall Analytics Hub

The Cundall Analytics Hub is a new portal to our digital dashboards, designed to provide deeper insights into the vast wealth of data we manage as a business. Whether someone is tracking project performance, analysing employee trends, or reviewing system usage statistics, the hub serves as a one-stop solution for making data-driven decisions.



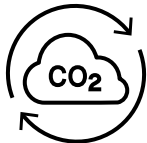
Cundall research and development programme

Cundall's R&D programme takes a bottom-up approach, driven by the wider team's interests. A new application form has been designed to address current needs by laying a solid foundation, providing essential tools and guidance for proposal and program improvement. We ensure all R&D delivers real dividends through Tech Talk presentations to share knowledge, upskill and inspire the whole global team. During 2022 - 2024 our R&D team, hosted over 40 Tech Talks in addition to 16 Zero Carbon Design Talks with over 100 speakers presenting and sharing knowledge on topics they are passionate about.



Compass

Launched in 2023, the Compass System supports the delivery of business objectives to our clients and within Cundall's own organisation and helps with ensuring robust control over business processes. Compass consolidates our Environmental, Health and Safety, Quality and Security systems into a single platform, fully compliant with ISO 14001, ISO 45001, ISO 9001 and ISO 27001 standards. The system is applied across all Cundall projects.



Operational Net Zero targets

We are actively auditing our carbon emissions as a business and are committed to achieving net zero by 2050 at the latest. To meet this goal, we are aligning with the rigorous standards of the Science Based Targets Initiative's (SBTi) Net Zero framework. This includes transitioning our existing intensity targets into near- and long-term absolute targets across our entire value chain (Scope 1, 2, and 3), using the 2022-23 financial year as our baseline. We aim to have these targets formally endorsed and published by the SBTi by mid-2025.

Our recent award wins



2024 Building Awards
Engineering Consultancy of the Year



2024 Top 50 Women in Engineering
Barbara Sacha



2024 Multicultural Apprenticeship Awards
Construction Services
Bilal Arshad



2023 CIBSE Building Performance Awards
Building Performance Consultancy (over 300 employees)



2023 Hong Kong Green Building Award
Research and Planning Award (Research)
Treehouse - Merit



2023 LIT Lighting Design Awards
Workplace Lighting Design
Mount Street EOT



2024 Engineering Excellence Awards
Innovation in Engineering
3D Concrete Printing



2024 Future Project Award
Treehouse



2024 CIBSE UAE Awards
Executive of the Year
Scott McKeever



2023 MENA Green Building Awards
Green Consultant of the Year



2023 CIBSE West Midlands Awards
Engineer of the Year
Barbara Smitten



2023 Construction Technology Awards
Consultant of the Year



2024 Unlock Net Zero Awards
Commercial Building of the Year
Eden, New Bailey



2024 CIBSE UAE Awards
MEP Consultancy of the Year
Cundall



2024 MEP Middle East Awards
MEP Consultancy of the Year



2022 Construction Week Awards
Sustainability Initiative of the Year
ZCD2030



2022 Top 40 Best Workplaces to Give Back for 2022
Good Company



2022 AIRAH Awards
Excellence in Diversity and Inclusion Award



2023 Electrical Review and Data Centre Review
Lifetime Achievement Award
Malcolm Howe



2023 Better Future Sydney Design Awards
Mount Street - Silver



2023 International Architecture and Design Awards
Arches, Bridges, Viaducts, and Gateways Architecture Concept
Jinhua Hegan Bridge - Bronze



Hong Kong Sustainability Awards
2022: Special Award for Excellence in Economic Sustainability Initiative - Outstanding



2022 Twin IStructE Midland Counties Awards
Sustainability



2022 Construction Week Awards
Commercial Project of the Year
The Storm

Industry leadership



Knowledge sharing – our partnerships and networks

Introduction	Industry Leadership	Our projects	Our workplace	Our community
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UK Net Zero Carbon Buildings Standard



The UK's first cross-industry Standard brings together Net-Zero Carbon requirements for all major building types and enables industry to robustly prove their built assets are net zero carbon and in line with our nation's climate targets. The Pilot Version of the Standard, launched on 31 October 2024, was the culmination of an incredible collaboration from experts across the UK Built Environment Industry including key contributions from eight of Cundall's specialists.

UK Green Building Council



Our team participated in a series of two hour workshops as part of the UKGBC's initiative to develop a climate change resilience roadmap. The aim of these workshops was to provide better guidance to industry practitioners and to define key metrics that drive action. During these sessions, we worked collaboratively to refine critical definitions—identifying hazards, determining how the industry should measure responses to these hazards, and clarifying the information required to support industry-wide resilience efforts. Sustainability Partner Simon Wyatt further contributes to the work of the UKGBC by serving as a member of the Council's Members' Advisory Committee.

Institution of Structural Engineers



London-based Sustainability Principal Consultant, Dr Elisabeth Marlow, currently serves as Vice President for the UK and Europe at the Institution of Structural Engineers (IStructE). In this role, she provides technical leadership, oversees board governance, and actively engages with the membership. Elisabeth has also taken an active role in attending regional group meetings and presenting awards to members in recognition of their outstanding achievements. She believes in the importance of upholding the technical excellence that defines the Institution and also celebrating the personal successes of its members. Through this dual focus, Elisabeth ensures that both professional growth and the Institution's core values are continually reinforced.

In the Middle East, Principal Structural Engineer, Calum Perey has been a member of the IStructE UAE regional committee since 2018. Since the start of 2023, he has been conducting valuable research for the local organisation involving gathering data on embodied carbon in existing buildings across the UAE, with the aim of developing benchmarks that can be utilised to inform embodied carbon reduction decisions by design and construction teams.

Dr. Chaoming Yu has been an active committee member of the IStructE Singapore Regional Group since 2022; some of her involvement includes organising seminars and CPD workshops focused on topics such as Coastal Protection Design and Earthquake Resistant Design of Reinforced Concrete Buildings Based on Eurocode 8. She served as an examiner for the IStructE Singapore Supplementary Exam (SSE) in 2024 as well as being part of the global Applications and Professional Review Panel from 2022 to 2024. She was also an editor for the Singapore IStructE publication The Structuralist in 2023 to promote institution / industry news and technical updates to her fellow members. Her outreach efforts extend beyond Singapore, fostering valuable connections with global IStructE organisations that enhance knowledge sharing and collaboration, ultimately benefiting the structural engineering community as a whole.

Constructing Excellence



Dr. Oliver Jones is Chair of the Constructing Excellence Climate Action Group, which brings together professionals across the construction sector to review guidance and commitments and shape legislation on a national level. The Climate Action Group gathers professionals from business including AECOM, Equans, Esh Group, Gleeds, Green Leaf Engineering, RE:GEN Group, Ryder Architecture, Sir Robert McAlpine, Newcastle University, Northumbria University, Believe Housing and Thirteen Group, to collaborate and discuss how to achieve a sustainable future.

UK Business Council for Sustainable Development



Dr Oliver Jones serves on the board of the UK Business Council for Sustainable Development. For over 22 years, UKBCSD has brought together visionary thought leaders, business pioneers, innovators, and disruptors, all united by a singular goal: securing a more sustainable world. By combining policy with innovation, UKBCSD empowers its members with a strong voice and a 'next generation' network, helping them stand out from the crowd.

Emirates Green Building Council



Cundall is a Board member of the EGBC and collaborates with the organisation and its members on events and thought leadership as well as industry transformation in the United Arab Emirates and across the wider gulf states region. The EGBC champions important issues including the net zero transition, circular economy, advancing modern methods of construction, policy and climate adaptation and resilience.

Green Building Council Australia



Cundall is a member of the Green Building Council of Australia (GBCA) and has representation on GBCA governance bodies informing and shaping the Green Star rating tools. Cundall Director, David Collins, has been appointed to the Green Star Technical Advisory Group and Principal Simon Liley has been appointed to the Sustainable Buildings panel in early 2024. Other Cundall Australia employees already serving on other Expert Reference Panels including Director of Sustainability Oliver Grimaldi (Sustainable Precincts Expert Reference Panel); ESG Director Madlen Jannaschk (Carbon and Energy Expert Reference Panel); and Associate Director, Hannah Morton (Responsible Products Expert Reference Panel). In addition, Cundall experts have appeared on panels for the GBCA's annual flagship TRANSFORM Conference, and presented case studies at the annual Green Building Day events in Brisbane (2023), Perth (2023) and Adelaide (2024). Cundall was also technical partner for the GBCA's Practical Guide for Electrification of Existing Buildings, which was released in September 2022.

Knowledge sharing – our partnerships and networks

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Property Council of Australia



Cundall has been a member of the Property Council of Australia (PCA) Victorian, New South Wales and Western Australian branches throughout 2022 - 2024. Oliver Grimaldi was part of the PCA (WA) Commercial Office committee in 2023, Hannah Blossom led the PCA (VIC) Social Infrastructure Committee, and Amy Banks participated in the Women in Property leadership programme throughout 2023/24. Cundall has also engaged with PCA news, submitting media releases on recent thought leadership publications, providing experts for interview, and promoting sustainability achievements by clients.

Hong Kong Business Environment Council (BEC)



In 2023, Cundall celebrated 10 years of membership of the Hong Kong Business Environment Council. As active members our contribution has included being a member of the Power Up Coalition, being part of the BEC Climate Change Business Forum Advisory Group and membership of the Steering Committee of the BEC Sustainable Living Environment Advisory Group.

Chartered Institute of Building Services Engineers (CIBSE)



Sustainability Partner Simon Wyatt chairs the CIBSE Knowledge Generation Panel. The group is responsible for identifying knowledge requirements and making recommendations for new knowledge development projects, so that the institution continues to provide guidance and updates to members and the wider built environment.

In recognition of the important role the organisation is playing in advancing sustainability thinking in the profession in Australia, Cundall sponsored the CIBSE ANZ Young Engineers Awards in 2022-23 and again in 2023-24. Cundall also sponsored and presented at the annual CIBSE Seminar series in 2022, 2023 and 2024 which were themed around progressing to net zero.

Australia Chamber of Commerce (Hong Kong)



Cundall's technical specialists regularly advocate for sustainability through the Australia Chamber of Commerce in Hong Kong. Partner, Julian Bott, spoke about Decarbonising Hong Kong: Roadmap to a World Class Metropolis at an event in March 2024. Principal Engineer, Desmond Lee, assisted with organising the event and continues to contribute to the Chamber as part of the net zero working group. Colleagues in our Hong Kong office have also participated in the Chamber's Proptech Alliance Sustainability Working Group, contributing technical insight and expertise to the Alliance's Low Carbon Construction Technical Procurement Guideline which was launched in Sept 2024.

GRESB



Cundall has been a GRESB partner throughout 2023 and 2024 and regularly shares articles for the GRESB Insights news channel, to expand our reach in influencing the industry to adopt best practice ESG approaches. Cundall also hosted a thought leadership event with the Singapore Green Building Council called 'Data Dollars and Design'. This brought together representatives from the property and finance sectors, and the design and engineering community, to explore the relationship between decarbonisation, design, climate resilience, green finance and changing industry culture to increase the value of sustainability.

Royal Institution of Chartered Surveyors (RICS)



Cundall has recently worked with the RICS and their Expert Working Group to revamp RICS' A1-A5 embodied carbon modules. These updates focus on the product stage, addressing carbon impacts from cradle-to-gate processes, transportation to site, and construction activities. By incorporating the latest construction methods and providing enhanced guidance, it ensured robust and consistent data selection across various scenarios, building types, and life cycle stages. Our team has also been working with the RICS on diligently updating the B1-B5 modules, which cover the embodied carbon of material operations throughout an asset's lifespan. This work included new guidance on in-use impacts from refrigerants and carbonation, updated lifespans and sourcing for a range of materials, and improved instructions for mid-life refurbishment assessments.

Singapore Green Building Council (SGBC)



Cundall is a member of the Singapore Green Building Council. In May 2023, Cundall collaborated with SGBC to host 'The Decarbonisation Goldmine'. The event examined opportunities and solutions for retrofits and energy efficiency improvements for Singapore's existing buildings.

Hong Kong Green Building Council (HKGBC)



Cundall has been a patron member of the Hong Kong Green Building Council for over 12 years, supporting sustainable building practices in Hong Kong's construction industry. Three of our projects—CIC Sustainable Finance Certification Scheme, Treehouse, and the Transportation Department's Vehicle Examination Centres at Tsing Yi—were featured in the Hong Kong Report on the State of Sustainable Built Environment 2024, underscoring our significant contributions to Hong Kong's progress toward net-zero carbon emissions. Our commitment to sustainability is also exemplified through the active involvement of our employees in key initiatives. Desmond Lee, our Principal Engineer, served as a Co-opt member of the Sustainable Development Committee during the 2022-2023 term, where he contributed his expertise to elevate sustainability standards in the built environment. Additionally, Isaac Poon, our Senior Engineer, was appointed as a Green Building Young Leader in September 2024 for a two-year term, helping to nurture the next generation of professionals dedicated to advocating for green building development and sustainability practices.

Knowledge sharing – World Green Building Week



World Green Building Week is organised by the World Green Building Council as an annual global campaign held each September to promote best practice in decarbonising the property and construction sectors and the broader supply chain. As a member of local Green Building Councils, Cundall prioritises these events as an opportunity to think globally while acting locally to bring employees, clients, and industry peers together for thought leadership discussions both in person and online.

2022
The theme for the year was 'The potential for existing buildings and urban communities to transition to net zero'. Cundall hosted several events across our regions to highlight the power of retrofits for reducing emissions from energy use and extending the lifetime of buildings to reduce the need for new materials and embodied carbon. Attendees also discussed opportunities for improving wellbeing and amenity for occupants and the broader global community.

2023
This year's theme was 'Building the transition' with key thematic pillars relating to climate mitigation, adaptation and resilience including electrification, retrofitting, climate resilience and regenerative placemaking. Our regional events encouraged conversations around 'Reimagining a climate-resilient built environment' with attendees discussing net zero carbon design, retrofits for decarbonisation, climate resilience, and sustainable construction materials.

WGBW 2024 events snapshot



Sustainnovation – Materials that matter
In Manchester, we hosted our 'Sustainnovation – Materials that matter' exhibition, highlighting a range of innovative and sustainable materials poised to transform the way we approach design. The live event was supplemented by extensive social media and website content creation to extend the reach of the information as widely as possible.



Converting Dublin's Mark I office typologies
John Dobbin, Architect at Shay Cleary Architects, delivered an engaging and well-researched presentation to our Dublin audience, exploring the potential for converting Dublin's Mark I office typologies.

Shay Cleary Architects (sca.ie)



Newcastle Gateshead Initiative
Our Newcastle office partnered with Newcastle Gateshead Initiative. Dr Oliver Jones, Associate Director, led the discussion with speakers from Karbon Homes, Net Zero North East, Ryder Architecture and Newcastle Airport.



Climate resilience
Asia-Pacific offices joined forces to present a webinar discussion on the climate resilience theme and the ethical and professional implications for practitioners. The panel featured Professor Cheryl Desha, Director of the Natural Hazards Research Centre and (then) Head of Engineering at Griffith University; Sustainability Lead for City of Perth, Phill Raso; GPT Group Head of Development (Office), Jamie Nelson; Cundall APAC ESG and Sustainability Strategy Lead, Madlen Jannaschk and Cundall Associate Director, Hannah Morton.



Climate resilience and climate adaptation
In Dubai, a dynamic in-person event was held to discuss the region's challenges and opportunities relating to climate resilience and adaptation. Moderated by Mario Saab, Head of Sustainability MENA, the panel included Jane Boyle, Head of Sustainability, Abu Dhabi Airports; Mithun Varghese, Director, LWK + PARTNERS; Lindsey Malcolm, Associate Director and Sustainability Lead, Turner & Townsend; and Elie Matar, Director of Electricity, Regulatory & Supervisory Bureau (RSB).



Retrofit for lower energy demand
In Birmingham, an in-person event explored the implications of climate resilience and ways to future-proof assets to combat the impact of change and protect lives and livelihoods. Our sustainability Associate Director, Paul Chatwin, gave a presentation discussing how we can design for resilience, retrofit for lower energy demand and address climate risk.

Knowledge sharing – Cundall conversation campaign



With Dubai hosting COP28 in 2023, it was an opportunity to amplify sustainability voices within the Middle East region, through a series of videos called 'Cundall Conversations'.

The videos brought together specialists from our MENA region with industry stakeholders to share insights into how the region's industry leaders are accelerating progress towards net zero. We saw this as an opportunity to play a small, yet influential role, in the COP28 conversation, by influencing and raising awareness of the built environment's responsibilities and opportunities for sustainable development.



To view some of our previously published content online, please click here.



We are failing to meet those targets that were set out in Paris, and we need to facilitate a response like we saw in 2020 when the world came together in the face of a global emergency.

Richard Fenne, Director, Woods Bagot



The UAE's transition to Net Zero relies on concerted efforts, alliances, partnerships, effective collaboration, and enacting appropriate laws and regulations.

Habiba Al Marashi, Co-Founder, Emirates Green Building Council



When the sustainability requirement is tied to finance, it changes everything, as it not only compels adherence to environmental standards but also fosters financial resilience and regulatory compliance.

Nazly Asadollahpour, ESG Director at Majid Al Futtaim



Finally, the campaign concludes with compelling messages from our own people, providing fresh perspectives into the role designers play in the battle against climate change. These include the significance of regenerative design, adaptation and mitigation strategies and retrofitting to create communities that are truly future ready.



As agents for change we seek out opportunities to instigate discussion and share best practice on sustainable design. We also encourage employees to participate in and contribute towards industry groups and their professional associations to learn and share knowledge and ideas.

During 2022-24 Cundall published nearly 200 thought leadership blogs on topics ranging from policy analysis and climate resilient masterplanning, through to specific technical aspects of sustainability-led engineering design.

Our people participated in over 150 events, including major international and national conferences. Cundall hosted seminars, breakfast briefings and masterclasses. Several of these events provided an opportunity to a contribute time and expertise to pro bono initiatives, to support and build capacity in knowledge sharing within the communities and sectors we operate.

We recognise that achieving net zero will require every building, everywhere to be part of the solution. It is also vital to acknowledge that every design, delivery and operational decision is an opportunity to do better – our blogs and publications are an excellent way to share how ‘better’ can be achieved.



Arkadia, Gadigal Country, Sydney, NSW, Australia © Tom Ross

Through conversations about the things that matters most, we like to share our talent, experience and passion for the built environment. These are just some examples of the thought leadership articles and events we have curated.



What does ‘well-adapted’ look like?

Australia - David Collins
United Kingdom - Dr Elisabeth C Marlow



Urban sustainability - the role of city policies and global collaboration

Dubai - Callum Smith



Biodiversity net gain legislation and what it means for developers

United Kingdom - Fergus Sweeney



Designing net zero for pupil wellbeing

United Kingdom - Paul Sperring



Designing a better box for global data

Singapore - Chaoming Yu
Hong Kong - Dong Chen



Creating a more equitable and inclusive MEP industry

Dubai - Rabia Danyal

Ground-breaking climate ruling will affect us all
United Kingdom - Simon Wyatt

Zero Carbon Design 2030 – our tool for quantifying Scope 3 transport emissions
United Kingdom - Valeria Riso

Digital material passports - Magna Glaskeramik
United Kingdom - Pauline Godinho Ramos / Alex Mar Morales

Digital material passport library
United Kingdom - Pauline Godinho Ramos / Alex Mar Morales / Callum Kerr / Gilles Alvarenga / Kim Gault

Defining net zero: You can't manage what you don't measure
United Kingdom - Dr Maria-Anna Chatzopoulou

Retrofitting the Built Environment towards Net Zero - the Decarbonisation Goldmine
Australia - Oliver Grimaldi

Smart strategies for existing buildings
Singapore - Qucheng Yan

Sustainable Buildings and RetrofitTech MENA Summit
Dubai - Marc Lynch

LandAid charity SleepOut 2024
United Kingdom - Manchester team

Transform Sydney 2024
Australia - Hannah Morton

Education Estates Net Zero Conference 2024
Australia - Ian Keeling

Design Online
Poland - Wojtek Stec / Katarzyna Mikulska / Michał Wójcik / Przemek Paluszyński

Breakfast briefing: The net zero portfolio
United Kingdom - Sarah Linnell / Robin Pritchett

Lee Leston-Jones speaks at RICS WLC Standard 2023
United Kingdom - Lee Leston-Jones

iLight Light Forum 2023
Singapore - Matt Marshall

Getting a grip on embodied carbon
Australia - Dr Thais Sartori

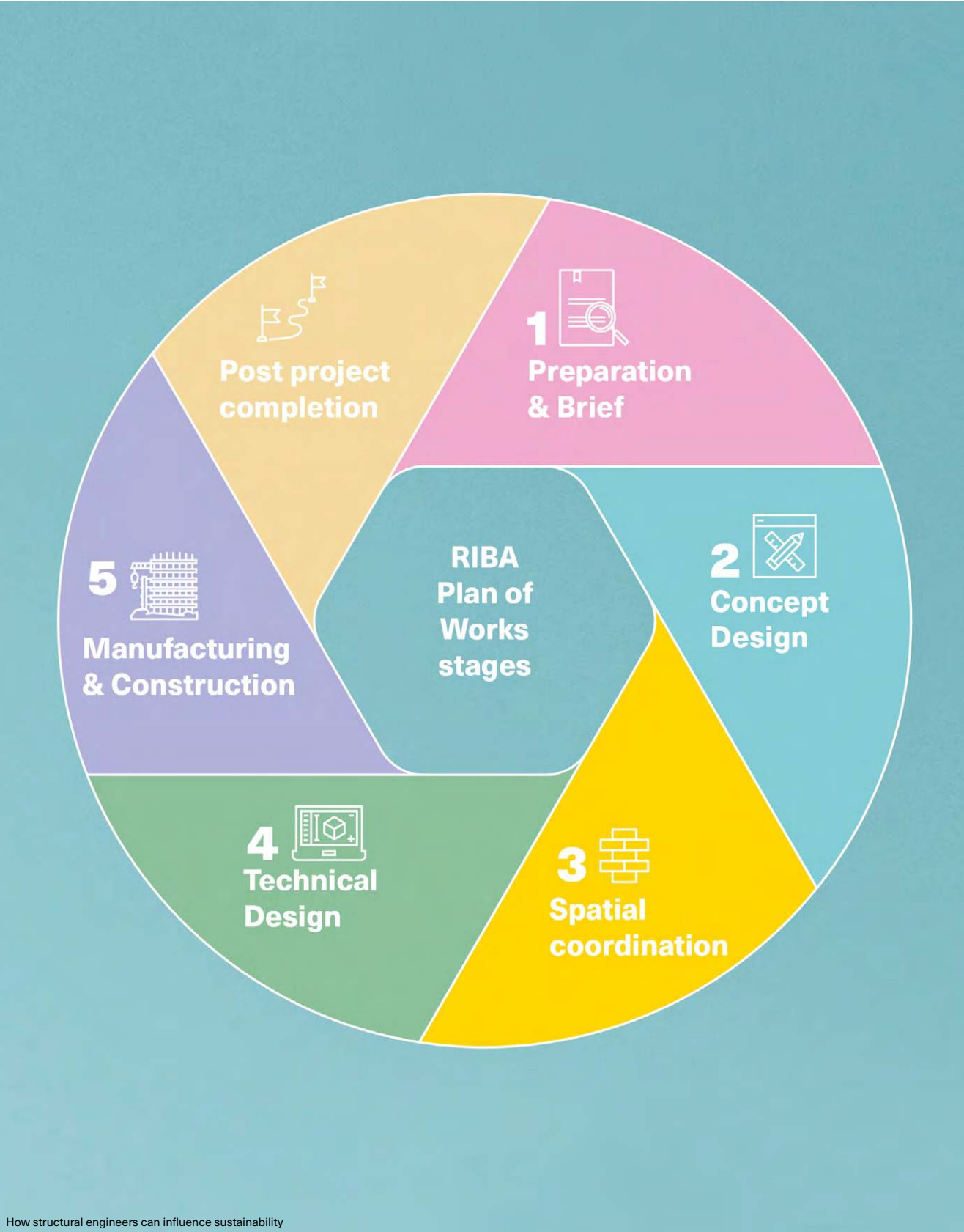
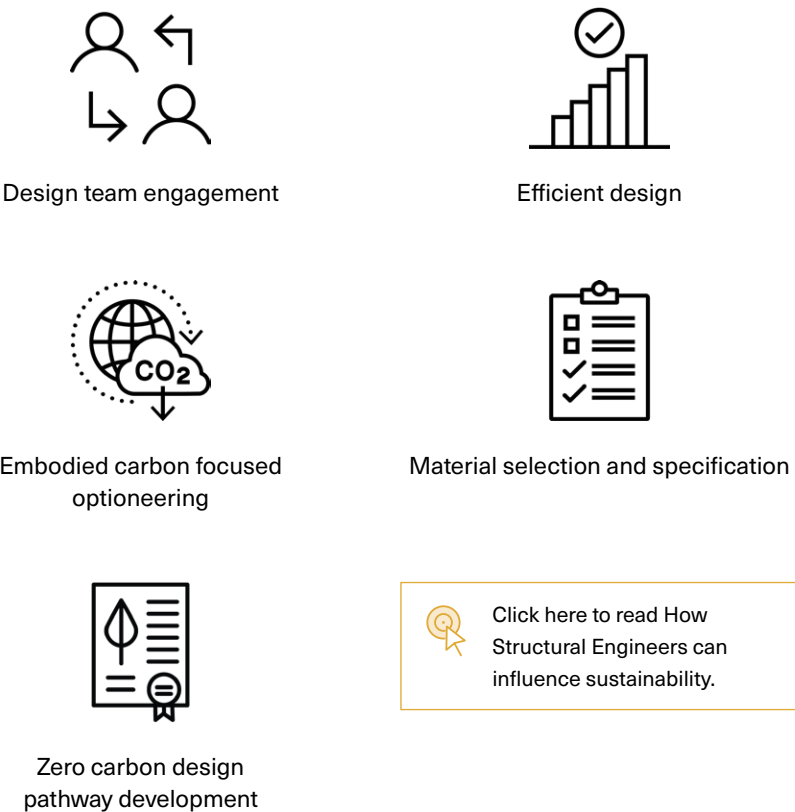
How ESG reporting can address climate risk
Australia - Madlen Jannaschk

To view the blogs that have been published to date click the icon.

How structural engineers can influence sustainability

There is a significant amount of information available to structural engineers on their ability to influence sustainable design. However, there is limited guidance on how and when to consider this within their day-to-day delivery of projects and when following the standard stages of design as defined by the Royal Institution of British Architects (RIBA).

Cundall's structural engineers created a best practice guide that contributes to increasing understanding, looking at each RIBA stage from initial preparation and brief, through to manufacturing and construction and post-completion/ occupancy phase. Working in collaboration with other disciplines, clients and contractors, our structural engineers have identified the specific activities that can be undertaken to help drive low embodied carbon solutions and contribute to the achievement of net zero on projects. The guide combines insights gained from our own R&D and project innovations, as well as drawing on and aligning with the IStructE SPoW Sustainability Checklist, IStructE Design for Zero Book and the IStructE Sustainability Resources Map.





On 20 April 2023, Cundall co-hosted the Singapore Green Building Council Seminar titled 'Retrofitting the Built Environment towards Net Zero - The Decarbonisation Goldmine'.

Hosted by Oliver Grimaldi, Director of Sustainability APAC, the panel included speakers from the Singapore Green Building Council, the World Green Building Council and a property investment firm. The seminar provided practical insights into tactics for retrofitting at both the asset and portfolio level, and how these projects contribute to the broader net zero trajectory in both Singapore and the Asia-Pacific region.

 [Click here to read Retrofitting the Built Environment towards Net Zero - the Decarbonisation Goldmine.](#)



“With ... lack of retrofit and improvements to buildings, property value actually can decrease - and that’s what’s called a Browning of the asset. But when you start seeing money going into (improving) the building, you can actually make that money back, you can start applying for green bonds and you can actually start increasing the value.”

— Oliver Grimaldi



The A to Z of NZC

As the number of terms and acronyms relating to ESG, carbon and climate have grown rapidly. Cundall created a user-friendly glossary of the decarbonisation and sustainability terms most commonly used in finance, property, design and construction.

By sharing the e-book with our stakeholders, it contributed towards helping our clients with their journey towards net zero, complementing our own ambitions of having all of our projects aligned with zero carbon design criteria by the end of 2030.

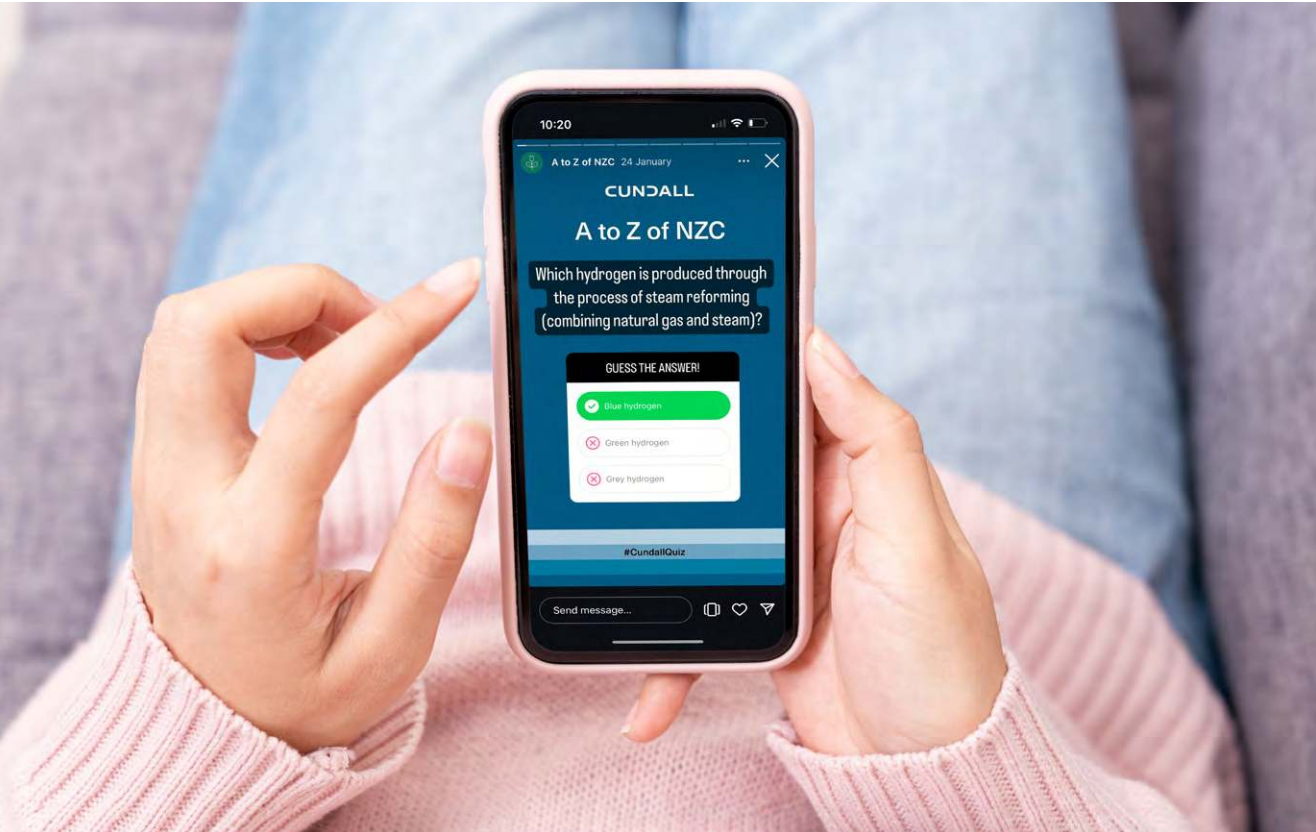
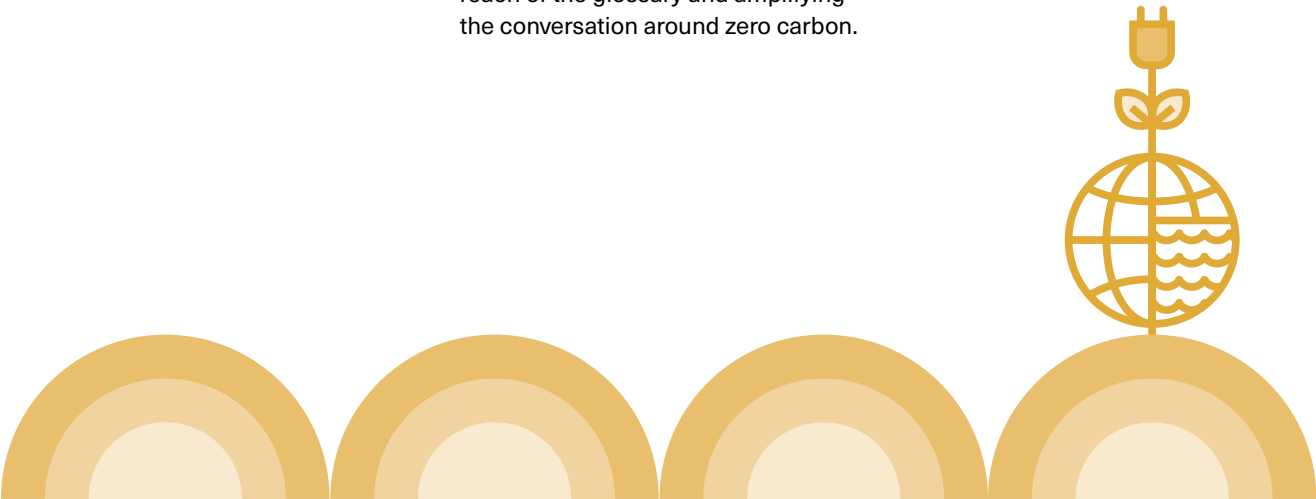
The A to Z of NZC covers commonly used technical terms, tools, scientific terminology, assessments and government regulation. It goes beyond the definitions to provide practical examples that demonstrate these terms in the context of the built environment. Furthermore, it explores some more obscure terms that Cundall's experts predict will become part of everyday conversations in the near future.

As an aid to understanding and a tool to spark engagement, it enables readers to both quickly decode key concepts and be empowered to avoid greenwash. The 130 terms explained in the glossary are also relevant across our industry including engineers, architects, contractors, developers, asset managers and investors.

To further support awareness of the important areas of practice it applies to – decarbonisation and corporate social, environmental and governance (ESG) best practice – in the early part of 2024 a major social media campaign was also conducted that showcased key terms with engaging graphics, quizzes and 'did you know?' posts, broadening the reach of the glossary and amplifying the conversation around zero carbon.

 Click here to read the A to Z of NZC.

The 130 terms explained in the glossary are relevant across our industry including engineers, architects, contractors, developers, asset managers and investors.



Our projects



Refined milestones for our Zero Carbon Design 2030 goal

In 2023, we announced that by the end of this decade, all of our projects will be aligned with our zero carbon design criteria. To monitor our progress towards our goal, we set an interim target of achieving zero carbon on 25% of our projects by the end of 2024.

While we have made progress towards achieving this interim target through the delivery of our consultancy services and some of our design projects, the experience and feedback received during our journey so far, has highlighted the need to acknowledge the differing levels of influence and control Cundall can contribute through its consultancy and design services.

Since setting the Zero Carbon Design 2030 goal, changes in how targets are set and how carbon emissions are measured and reported have occurred and these vary across the industries and regions we serve. Therefore, to clarify the actions required to achieve our goal, we have refined our milestones.

Consultancy Milestone 1
(December 2024)

We provide discipline-specific emissions reduction guidance to all our consultancy projects.

Design Milestone 2
(December 2027)

We report and meet science-based intensity targets for our designs.

Project Milestone 3
(December 2030)

Our projects meet our zero carbon design criteria aligned with science-based targets.

“Our people have been the driving force behind the transition and achievements we have seen already. Their contribution towards our goal clearly demonstrates their dedication to Cundall’s, their clients’ and communities’ futures.”

Managing Partner, Carole O’Neil



Cundall was founded nearly 50 years ago on the ethos of sustainable design. We have experienced a cultural transformation in how we approach projects to embed designing for net zero as ‘business as usual’. Significant effort has been made in the creation of pathway tools and models to guide the process, as well as in the creation and collation of data for benchmarking and analysis. This has been, and still is, a huge task considering the availability and variability of data and metrics across all our disciplines and the regions we operate in.

The buildings and construction sector are reported to be responsible for almost 40% of global carbon emissions. Therefore, as engineering consultants and designers, we

understand the responsibility and opportunity Cundall has, to engage early-on in a building’s design journey, to instigate discussions on reducing emissions released through the design, construction, operation and the end of a building’s life, and go beyond the conversation about energy in use.

We are learning along the way and will continue to collaborate with clients and our peer networks of design, construction, property development, facilities management, and real estate investment stakeholders, to navigate this difficult path to zero carbon design and strive for more resilient and sustainable buildings.

Reflecting on the journey so far, Managing Partner, Carole O’Neil, explained: “We knew we’d set ourselves an extremely ambitious target and didn’t expect that changing the way we do business, as significantly as this, would be easy. However, Cundall accepted the challenge because rapid change is needed, and we are ideally positioned to be the catalyst. The consequences of failing to change, far outweigh any risks we see in failing to achieve our ambitious goal.

Achievements 2023 - Present

37

Zero Carbon Talks

26

Articles in the press that mention Zero Carbon Design 2030

17

Zero Carbon Updates

11

Zero Carbon Surgeries

3

ZCD training sessions hosted by our sustainability specialists

1

Deltek Button to easily record, monitor and track project progress

Our project highlights



Structural modelling and parametric design enabled an environmentally-responsible bridge design across the Shenzhen Meilin Mountain and Yinhu Mountain ecological zone.

Ecological Recreation Bridge, Shenzhen, China

Cundall collaborated with Dutch architects MLA+ and local architectural partner fabersociety, to create an eco-leisure bridge aiming to re-establish the connection for both wildlife and pedestrians.

Key design features

Protection of natural resources

- Positioned strategically to evade sensitive areas.
- Close to the valley catchment area, ensuring protection of water resources and natural habitats.

U-shaped section structure

- The shallow U-shaped design minimises disruption to the landscape while ensuring structural integrity.
- Aesthetic and functional form that complements the natural surroundings.

Ecological enhancement features

- Integration of advanced ecological technology to improve air quality and the local environment.
- **Photocatalyst:** Enhances air purification by breaking down pollutants.
 - **Ultrasonic Technology:** Utilised to prevent unwanted disturbances to local wildlife and control pests.
 - **Odour control:** Reduces potential olfactory disturbances in the environment.
 - **Habitat Induction:** Encourages biodiversity by creating new habitats for flora and fauna, promoting ecological balance.



Energy Pods, UK

The energy pod approach complements the traditional boiler replacement with the simultaneous installation of low-zero carbon technologies, which primarily includes air and water source heat pumps.

Key design features

Multi-technology approach for decarbonisation

- Combining air and water source heat pumps.
- Upgrades to the school's building fabric.
- Avoiding fossil fuel.
- Modular plant solutions including renewable technologies.

Standardisation

- Use of a kit-of-parts approach to allow full volumetric pre-fabrication, speeding up the installation process and reducing on-site disruption.

The Department for Education has committed to delivering a Net Zero Carbon school estate by 2050.

Our project highlights



The Mount, Muscat, Oman

The Mount is a mixed-use development project located on the mountains overlooking the city of Muscat. The project comprises of apartments, houses, hotels and community areas. Cundall was involved in the initial feasibility assessment of the development and assembled a team comprising architects Perkins & Will and Property Consultants Jones Lang LaSalle (JLL).

Key design features

Environmental sustainability

- Integration with natural topography.
- Use of local materials.
- Storm water management.
- Energy efficiency and smart infrastructure.
- Sustainable construction methodology.

Community and wellbeing

- Community integration.
- Tourism and wellbeing.
- Holistic design and collaboration.

Greater Muscat benefits from an efficient and resilient city-wide utility infrastructure network, with an emphasis on renewable technology and water lifecycle.



South Metropolitan Health Service, Perth, Australia

SMHS provides hospital and community-based public health services for 630,000 residents in the southern half of Perth and beyond, an area of 3,300 square kilometres encompassing the towns of Fremantle, Rockingham, Mandurah, and Kwinana. Cundall was engaged in expanding on their existing Environmental Sustainability Framework to develop specific targets and actions across their main environmental impact areas throughout their facilities and services.

Key design features

Best practice alignments

- The new strategy and its targets are aligned with the UN Sustainable Development Goals to ensure a holistic approach to sustainability.
- SMHS is a member of the Global Green and Healthy Hospitals Network, this also informed actions within the strategy such as waste minimisation.

Decarbonisation

- Carbon reduction across all facilities and services.

Stakeholder engagement

- Engaging with internal stakeholders to understand their ideas and actions.

Sustainability is at the heart of public health – embedding the UN Sustainable Development Goals to achieve excellence in both operations and outcomes.



Daphne Steele Building, University of Huddersfield, United Kingdom

The University of Huddersfield wishes to invest in a world class educational facility on the new Southgate Campus. The building will re-create the patient journey and provide cutting edge health research that prioritises public health and refines NHS processes.

Key design features

Decarbonisation

- Targeted BREEAM Excellent certification.
- Use of photovoltaic panels on two roofs for renewable energy generation.
- Efficient LED lighting and high-efficiency variable refrigerant flow (VRF) systems for heating and cooling.
- Air source heat pumps for comfort heating and cooling.
- Sustainable Urban Drainage Systems (SuDS).

Health and wellbeing

- Biophilic design.
- Targeting Platinum WELL Standard.



The first university building to be designed to a WELL Platinum Standard.

An exemplary fusion of innovation and sustainability.



Grafton Life Sciences, Cambridge, United Kingdom

The Grafton Centre was an under-used shopping centre in central Cambridge, which is being redeveloped into a Life Sciences campus with upgraded retail and hotel facilities. Cundall was appointed as Sustainability Champion and worked with the client from initial stages, supporting the planning application for the redevelopment. Our scope included creating a Sustainable Development Brief which was then incorporated into the detailed design for the redevelopment.

Key design features

Collaborative approach

- We worked with the client and design team to identify sustainability themes, objectives and targets for an exemplar new campus.
- Focus included reducing upfront carbon through working closely with the structural team to minimise demolition of existing elements.
- Embedding whole life carbon and circular economy strategy to maximise existing building.



- Effective communication and engagement with local authority to ensure sustainability strategy aligned with emerging local policy.
- During construction, monitoring of design updates ensured they continued to meet the targets and aspirations of the project.

Operational sustainability

- Operational energy reduction measures included adopting passive design measures to improve climate resilience.
- Minimising Scope 1 emissions through specifying combustion free heating, hot water and cooling.
- Sustainable water management to reduce consumption and waste.
- Design measures to support wellbeing including walkability and natural daylighting.

Our workplace



In November 2022, we appointed a new human resources director, Fiona Wallace, who brought fresh perspectives, new ideas and insights from other sectors to support Cundall leadership in evolving our People and Culture Strategy and policies. In this interview, Fiona explains what the journey ahead looks like.

Please could you tell us about our new People and Culture Strategy? What were the main drivers for these changes?

Cundall's new business strategy, introduced in early 2023, is clearly structured around four pillars: Blue Ocean, Excellence in Delivery, High Performance Culture and Zero Carbon Design 2030. An effective People strategy needs to align with the overarching direction of the business and support the achievement of organisational goals. The new Strategy, which puts people at the heart of our operations through the High Performance Culture pillar, gave us an opportunity to reshape our approach. In addition, Cundall has experienced rapid global growth over recent years, particularly in Asia and the Middle East, so we needed to evolve our approach to our talent and the strategy that supports recruitment, engagement, career development and performance management.

How does the new People and Culture Strategy align with our sustainability goals?

As part of the People Strategy, we are formulating a Sustainability People Plan, which will closely align with our sustainability goals. In parallel with this, we have also continued to build on our Diversity, Equity and Inclusion initiatives and policies, particularly focusing on enhancing the value and effectiveness of our Cundall Communities. We have also increased our emphasis on wellbeing, with actions including the introduction of the Wellness360 platform and app, which benefits all our people and also provides assistance for their family members.

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Fiona Wallace, Global HR Director, Human Resources

The People Strategy is built around some key areas, which will shape and support all the work we do in relation to the people agenda, in particular:

- Preserving and growing our culture.
- Building talent for the future.
- Being an employer of choice.

The world of work is constantly changing and in the same way that we anticipate technical developments for client's projects, we also aim to anticipate workplace changes and evolve our approach; all with the aim of being the best place for talent to flourish and grow. To allow us to do this well, we will be strengthening employee voice through a broad listening strategy

which encompasses all our people across the globe. We will continue to develop our people so that they can have great careers at Cundall and beyond, and continue to understand and grow the diversity of our people, appreciating the creativity and innovation that they bring every day.

At the same time as we work towards this agenda and the changes it brings, we will also be working hard to maintain all the good work we have already done in this space. We are proud of our history and we have a special culture of caring for our people, which we will preserve and which will remain at the heart of how we work.

Cundall communities

New chairs were appointed for our GAIN (gender), Prism (LGBTQ+) Mosaic (cultural diversity), and Divergent (neurodiversity) employee affinity and support groups, and a workshop was held in November 2023 to plan the refresh and refocus of these internal communities. The highly productive sessions enabled existing and new chairs to collaborate and identify proactive strategies to build on the groups’ strong foundations.

One of the key decisions made during the workshop was to revert to the original descriptive title, 'Cundall Communities', instead of 'Affinity Groups'.

This change underscores our commitment to making these groups more inclusive and accessible to all employees.

To ensure consistency across our communities, new meeting routines and agendas were established. These help create a clear communication cycle with leadership and enhance the overall effectiveness of our initiatives. Additionally, the objectives and engagement activities for 2024 were agreed upon and are being shared with all employees through a central Cundall Communities calendar.

The roles of the Cundall Communities were redefined to focus on three core objectives:

- Advocate for positive change.
- Celebrate awareness days and progress.
- Educate the wider business.

These objectives will guide our efforts as we move forward, helping to foster a more inclusive and supportive environment across the organisation. We have seen 53.9% of our global workforce actively engage with Cundall Communities, with 34.3% participating in more than one community. Our goal of transitioning to a more global model has been successful, as every office location has now engaged with our communities, ensuring a consistent and unified approach.

“Being transparent about the work we have done and will do, goes beyond tick boxes to changing mindsets, processes and experiences.”
—
Derry Kearney (as Exec Sponsor for GAIN)



53.9% of our global workforce actively engages with Cundall Communities, with 34.3% participating in more than one community.



Mosaic is Cundall's Ethnicity and Culture network which provides a forum for people of minority and underrepresented ethnicities and cultures to connect and share experiences and ideas. The network is influential in promoting ethnic diversity, representation and inclusion at Cundall. It aims to facilitate discussion among colleagues around the business who are of a minority or underrepresented ethnicity or culture, to celebrate cultural diversity, and to eradicate workplace inequalities.

The network is inclusive, and as such welcomes participation from any colleagues (regardless of ethnicity) who would like to learn about and support diversity and inclusion on the basis of ethnicity and culture.

Naadira Ahmed and Sulego Said
(Alec Stewart Exec Sponsor)



Activities from July 2022 to July 2024 included:

Webinar: The Authenticity Dilemma with Sal Naseem – Wednesday 18th April, 2024
Sal is the former Regional Director for the Independent Office for Police Conduct (UK). During his decade in the role, he worked on some of the most high-profile misconduct and discrimination cases in recent years, which featured the Metropolitan Police Service. As the Strategic Lead on Discrimination, his work focused on racism, misogyny and workplace culture. Sal shared his journey and key learnings with us, as well as talking through what it means to be your authentic self at work and the ways in which microaggressions and code switching can impact people.

Name pronunciation

In 2023, Mosaic set the objective of advocacy around name pronunciation for several key reasons:

- Respect and Inclusivity: Pronouncing names correctly shows respect for individuals' identities and cultures, fostering an inclusive environment where people feel valued.
- Building Connections: Accurate pronunciation strengthens connections and rapport, demonstrating care and attentiveness.
- Boosting Confidence: For those whose names are frequently mispronounced, hearing their name correctly can increase confidence and a sense of belonging.
- Reducing Miscommunication: It helps prevent misunderstandings and awkward situations, ensuring smoother interactions.
- Cultural Awareness: Promoting name pronunciation raises cultural awareness, breaking barriers between employees.

This initiative was trialled at the Graduate Conference in May 2024, using name badges to support correct pronunciation.



GAIN is Cundall's Gender, Affinity and Inclusion Network. GAIN provides a supportive network for women, non-binary, and intersex staff; and works to influence greater gender diversity, representation and inclusion across the practice.

Lauren Smith, Barbara Smitten and Sara Forte
(Derry Kearney Exec Sponsor)



These are just some of our engineers who are on a mission to transform the world (and the field of engineering) for the better:

Discover how Kanan, Shraddha, Elisabeth, and Zoe embarked on their engineering journeys and the advice they would give to those considering a career in STEM. [Read here.](#)

Hear from Preeti, Marta, Alison, and Katie on what the industry can do to become more inclusive and why diversity in teams is essential. [Read here.](#)

Activities from July 2022 to July 2024 included:

Webinar: Understanding gender stereotypes and their impact
Guest speakers Lynsey and Lynsey from consultancy 5050 delivered a session which covered how our unconscious and conscious biases are developed, what gender stereotypes are and how they transpire into our daily lives; the impacts that gender stereotyping has on the workplace and wider society; and proactive steps that we can take to break gender stereotyping.



Campaign: International Women in Engineering Day
Cundall marks INWED every year as an important opportunity to amplify the visibility of our talented female employees. For INWED in June 2024, GAIN (our Gender Affinity Network) organised two internal panel sessions in APAC and EMENA, the UK and Ireland, where women from across our business shared their personal journeys into engineering, discussed their aspirations for the future, and explored ideas to enhance gender diversity within the industry.

The 2024 theme, 'Enhanced by Engineering', underscores the vital role women play in shaping a sustainable and innovative future. Throughout the week, in collaboration with GAIN, we hosted a series of panel discussions, blogs, and videos, showcasing the remarkable stories and contributions of women across our regions.



PRISM is Cundall's LGBTQ+ network which offers a dedicated forum for Cundall employees who identify within the LGBTQ+ umbrella to connect. PRISM also works to promote LGBTQ+ inclusion at Cundall.

Lorelei Davies, Maciej Krezolek and Maria Knowles
(Belinda Morgan Exec Sponsor)

Activities from July 2022 to July 2024 included:

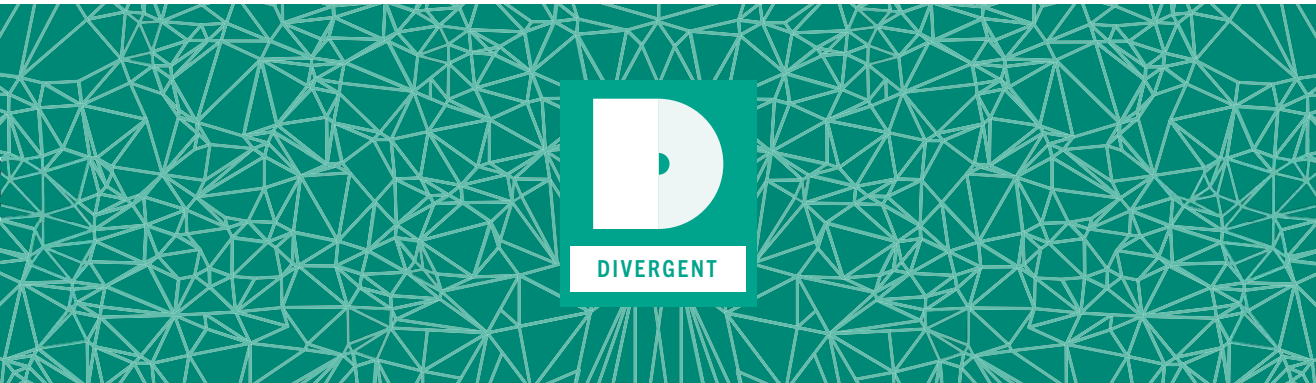
[Webinar: The importance of active allyship with James Child – 31 January, 2024](#)

James has officiated at four consecutive Rugby League World Cups. In 2021 he became the UK's first openly gay rugby league referee and speaks candidly about his own journey with his sexuality. Coming out in a 'macho' environment was a challenge and James is open around the challenges he faced. The session focused on the importance of active allyship, high performance under pressure as well as tips and tricks so that others can also use to build their mental resilience.



[Campaign: Cundall Pride](#)
The world's annual Pride Month shines a spotlight on LGBTQ+ inclusion, and as we all know, advocating for our colleagues in the community and driving meaningful change is a year-round commitment.

In 2024, we celebrated Pride with a series of Pride Breakfasts across our office locations. As Pride Month ended, we took the opportunity to sit down with the Chairs and Executive Sponsor of Prism, our LGBTQ+ Cundall Community. Lorelei, Maria, Maciej, and Belinda shared their thoughts on the significance of Pride, their LGBTQ+ role models, and the importance of fostering a workplace where everyone feels respected and valued. [Read more](#)



Divergent is focused on neurodiversity, supporting our neurodiverse colleagues, embracing those who want to learn more about neurodiversity, and in the long term, adapting how we apply Cundall's vision and values so everyone can be as productive as possible.

Rebekah Phillips and Chris Openshaw
(Duncan Cox Exec Sponsor)



Activities from July 2022 to July 2024 included:

[Webinar: Neurodiversity is a superpower with Shazia Hussain](#)
Shazia was a candidate on the most recent series of the BBC television show 'The Apprentice' and has utilised her expertise to found Gourmet Mithai. Diagnosed with dyslexia, dyspraxia, a memory issue and ADHD, Shazia understands more than most about the stereotypes that come with being neurodivergent. Shazia shared her journey with us as well as suggesting ways in which we can utilise the strengths and uniqueness that neurodiversity brings to individuals and business.

Company practices shift: Access to work process

To foster a truly inclusive workplace, we have introduced an online service desk dedicated to workplace adjustments. This platform allows employees to request items such as noise-cancelling headphones, task clocks, and other tools that support them in performing their best work. By streamlining this process, we ensure that everyone has access to the resources they need, reinforcing our commitment to fostering a high-performance culture.

Leadership education

Promoting an inclusive workplace culture

Since the start of 2024, Cundall has provided bespoke 90-minute face-to-face training sessions for people managers across the UK and Ireland, focused on promoting an inclusive workplace culture. These sessions are a key initiative under our High-Performance Culture strategic pillar, equipping managers to foster an engaged, effective, and inclusive workforce while upholding the positive culture we value at Cundall.

The training is designed to be interactive and practical, offering managers the chance to engage in group discussions and analyse a series of real-life case studies. This format helps participants understand the legal, cultural, and management risks of failing to create an inclusive environment while also highlighting the tangible benefits of getting it right - from improved team cohesion and productivity to enhanced employee wellbeing.

Some key outcomes of the program include:

- 163 line managers trained across the UK and Ireland, equipping them with the tools to lead more inclusively.
- Practical insights into managing diverse teams and addressing common challenges related to inclusivity.
- An enhanced focus on supporting managers to lead teams that perform at a high level in an environment where all employees feel respected, heard, and valued.

We aim to expand this training initiative across more regions, reinforcing our goal of embedding inclusivity at every level of management.



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Reconciliation Action Plan

Our commitment
Cundall's Australian business recognises the importance of respect, recognition and reconciliation in relation to the Traditional Owners of the lands on which our offices operate - including the Cammeraygal, Whadjuk Noongar, Kurna, Wurundjeri Woi Wurrung, and Turrbal Peoples.

We also acknowledge our ability to have a positive impact and be an agent of influence in restorative actions to support the economic, social and professional wellbeing of Aboriginal peoples. A key part of translating these beliefs into action is the development and publication of our Reconciliation Action Plan (RAP) in 2023. The Reflect RAP is the first stage in a multi-stage journey, and is a document that is formally reviewed and endorsed by Reconciliation Australia. It commits us to actions including embedding respect, acknowledgement and cultural awareness into both our professional and personal lives.



“As engineers and sustainability consultants, we realise our work affects Country, so understanding the history of the landscape and respecting the culture of Traditional Owners who stewarded its resources for thousands of years is essential. We also have to face some of the difficult truths about Australia’s history since 1788. That will help us see what we can do as individuals and as a company to help to redress the legacy of dispossession, racism and disadvantage that still affects Australia’s First Nations peoples.”

Julian Bott, Partner



Key motivations and values

Our Reconciliation initiatives align with Cundall's core values. The journey to creating our first RAP first began in 2017, and as it progressed, we began embedding meaningful and tangible actions across our business processes and approaches. In the period July 2022-June 2024 we commenced formalising and tracking significant actions and initiatives including:

Key initiatives (2022–2024)

Smoking ceremony and awareness raising

In March 2023 we commissioned a senior Knowledge Holder from the Sydney Land Council to perform a traditional smoking ceremony on Cammeraygal Country in North Sydney, to mark the public launch of our Reflect RAP. This was livestreamed to all Australian offices to ensure every office could also participate. The video was also shared internally across the global business, together with educational information to raise awareness of and explain the RAP and its meaning to everyone.

Public sharing of our commitment

We announced our formal RAP commitment on our website and published our reflect RAP document. We have also published our reflect RAP document. In addition, in September 2023 in the lead up to the Australian federal referendum on a First Nations Voice to parliament, we pledged our support publicly to saying “Yes” to the Voice with a website news story, email footer

banners and a post on Cundall's LinkedIn profile. We also encouraged all employees to engage with the campaign, and provided information resources in every office to support people when having sometimes difficult conversations with their friends and family about the need for a Voice and the broader context of the Uluru Statement from the Heart.

Yarning circles

In collaboration with an Indigenous employee, Willow Aliento, during Reconciliation Week in 2023 and 2024, we hosted yarning circles to discuss the context of Reconciliation, including the lived experiences of the Stolen, Lost and Hidden generations (2023) and the meaning and importance of an Acknowledgement of Country (2024). These interactive online workshops included all our offices to enhance deeper understanding and support engagement.

Acknowledgement of Country

We encourage all our offices to verbally acknowledge the Traditional

Owners of the land during meetings and events, both internal events and external ones. In addition, all our Australian business bids, project documents, employees' email footers and office physical address details include the Traditional Owner name for the location.

Procurement initiatives

We are developing a register of First Nations-owned suppliers of catering, gifts and other consumables and utilising them wherever possible. This has included gifts for attendees at the Perth client event in 2023, catering for Sydney events, and the stocking of Indigenous-owned beverage products in our offices.

Recruitment initiatives

In early 2024, we placed a series of advertisements for job opportunities with the National Indigenous Times. We have also been in dialogue with a number of universities around opportunities for Indigenous graduates.

Looking ahead: Initiatives for 2024/2025

We will launch an Innovate RAP to further drive reconciliation efforts.

Appoint Reconciliation Allies in each office to ensure actions are consistently implemented and monitored.

Mainstream Reconciliation actions across our business and expand to external events, bringing our efforts to the broader community.

Global knowledge sharing – Indigenous perspectives



In May 2023, two global webinars were held for employees across across APAC, EMENA, the UK and Ireland, to explore and explain the relationship between Indigenous/First Nations culture and environmental stewardship, ecological science and protocols around respecting Indigenous Culture Intellectual Property (ICIP). The webinars also supported engagement of the whole business in understanding and supporting the Reconciliation Action Plan.

The webinar was developed and delivered by Philippine Pieterwas, Senior Sustainability Coordinator; Natalie Cahill, Principal Sustainability Consultant; Jay Dee Dearness, Senior Sustainability Consultant; and Willow Aliento, Corporate Journalist.

Key insights and knowledge shared included:

- Indigenous culture represents the world's oldest and most enduring scientific tradition, stretching back over 65,000 years.
- Indigenous cultures see all life as interconnected. In this holistic perspective, science and spirituality are connected and interdependent, and there is a deep respect for the natural world, with humans, animals, plants, rivers, and even winds and seasons all viewed as relatives, existing in balance. The protection of Indigenous Cultural and Intellectual Property is vital. This includes respecting and safeguarding Indigenous knowledge, practices, and innovations, which have long provided a blueprint for environmental stewardship and sustainable resource management.

Ways to respect Indigenous culture in the built environment:

- Indigenisation rather than decolonisation.
- Outside the box thinking and informed by the landscape.
- Co-deciding rather than co-design.
- Importance of 'rights to land'.
- Shared responsibility for Country.

Ways to support Indigenous Peoples:

- Learning about Indigenous cultures.
- Donate to Indigenous non-profit organisations.
- Making value-aligned purchasing decisions with attention to Indigenous rights and biodiversity protection.
- Use of voice and platforms to advocate for Indigenous rights.

Our offices undertake a range of activities that support wellbeing, tailored to the culture, community and interest areas of the office employees. They range from physical activities in the office such as lunchtime yoga, games, book clubs, shared meals, film screenings and clothing swaps through to participation in external events including sporting, cultural and environmental repair activities.

Each office social club is allocated with a budget and details of events are shared through our internal communications channels including our intranet and employee newsletters 'Cundall Connect' and 'Spotlight', to support a 'One Cundall' culture.

Cundall also has an active community of Mental Health Advocates across the global business. These volunteers receive formal training from an external provider in supporting employees through providing mental health first aid, and their role is made visible through inclusion in email signatures, internal employee profiles and in organisation charts and related communications. In addition to the confidential work of supporting individual employees, the MHA team support community awareness-raising events such as R U OK? Day in Australia.



Hong Kong hike

The office went on a hiking trip to the Dragon's Back, one of Hong Kong's most renowned urban hikes. A well spent weekend with spectacular views, amazing people and perfect weather.



Rivington Pike hike

Manchester office's annual hike for 2023 took them to Rivington Pike, part of the West Pennine Moors at Rivington, Chorley in Lancashire, England.



Lunch-break yoga

The Hong Kong team arranged regular yoga classes during lunch. Through inhaling and exhaling, the team recharged from the midday yoga break.



Run London

Employees from our London office took part in the Standard Chartered Great City 5km Race. The race was in the City of London taking in the sights of St Paul's Cathedral, Tower 42 and the Bank of England.



Sydney City2Surf

A team from Sydney office competed in the annual City2Surf run in 2023, raising money for charity.



Football extravaganza

The Dublin office teamed up with Cullen Payne Architects and Shay Cleary Architects for an end-of-summer football extravaganza raising funds and awareness for the Irish Cancer Society.



Dubai go hiking

The office came together for a hike in memory of their colleague Ricardo Ferreira. To remember Ricardo they have renamed one of the meeting rooms to the 'Ricardo Ferreira Meeting Room'.



Edinburgh football

There is a five-a-side football team playing Friday evenings. The team are currently second in their table!



Clean up Australia Day

For Clean up Australia Day the Melbourne team helped clean up the Yarra River Park.



Kayak 'N' Klean

The Singapore team participated in the Kayak 'N' Klean programme by the People's Association Passion Wave. Together with the organisers, our team collected a total of 101.7kg of waste from the shoreline of Sembawang.



JLL property triathlon

A number of employees from our London office took part in the JLL Property Triathlon.



Kayaking and mangrove planting

The Dubai office got their hands dirty planting mangrove trees during a recent away day organised by the SusTeam.

Wellness360

- In early 2024 we launched Wellness360, our new wellness platform which offers support to our people with their mental, social, financial and physical wellbeing. The platform is created and maintained by Telus/ Lifeworks, and is available via both website and app to give 24/7 access to all employees and their immediate family members.

What the platform provides:

- Tailored digital courses and resources looking at all aspects of wellness.
- Professional free counselling support and guidance either face to face, over the phone, on video call or through a live chat function.

Zero carbon talks: Inspiring change together

Sharing expertise on designing for zero carbon and encouraging collaboration across all Cundall disciplines.

2024 (Jan - July): 7 Talks Held
2023: 11 Talks Held
2022 (July - Dec): 6 Talks Held

Key themes

- Zero carbon design: Integrating mental health and sustainability into educational environments.
- Retrofitting historic buildings: Adapting sustainable practices to preserve architectural heritage.
- Decarbonising transportation: Exploring pathways to reduce carbon emissions in mobility.



Sustainability team contributions

Regular sessions have been delivered across different disciplines. Recent topics have included:

- ZCD2030: Introduction to Building Energy Assessments.
- Net zero carbon definitions: Clarifying the design parameters.
- Circular economy and embodied carbon: Emphasising sustainable resource cycles.
- TM65: Focus on embodied carbon in building services.

The Sustainability team also participated in the induction programme for our early career colleagues and have provided additional support during team meetings to aid discussions of our zero carbon design strategy.



Cundall Engage

Launched in September 2023, Cundall Engage is our global annual employee engagement survey, designed to capture insights from our workforce and shape the culture at Cundall. By understanding employee perspectives, we aim to integrate sustainability deeply into our culture and processes.

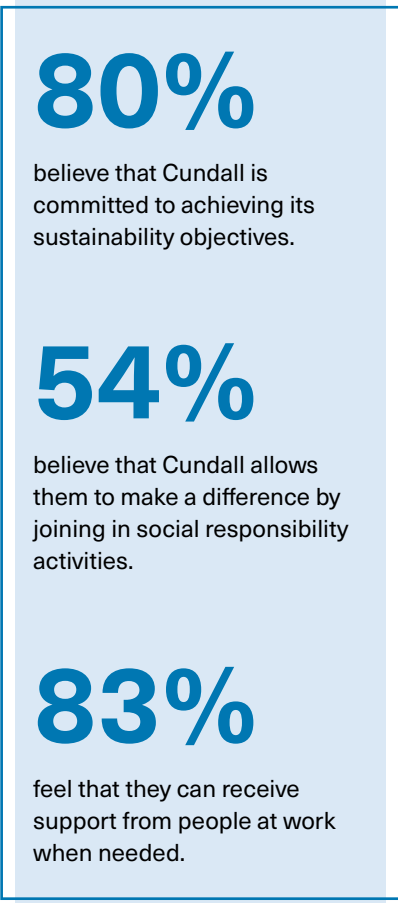
Key highlights

- **Holistic approach:** The survey covers all major organisational focuses, including sustainability, ensuring these principles are truly embedded in every aspect of our operations.
- **External benchmarking:** Administered by external provider Culture Amp, the survey allows us to benchmark our results against global standards and peer organisations and track our progress over time.
- **Localised action plans:** Given the differences across locations, each office develops its own action plans to address local needs and feedback.

Sustainability focus

The Cundall Engage survey includes specific questions on Net Zero Carbon and social connection, allowing us to assess how deeply these concepts are embedded in our organisational culture.

By asking employees how well they understand Net Zero Carbon in relation to their roles and how effectively their managers support them in achieving these goals, we gain valuable insights into the integration of sustainability throughout the company. This helps us evaluate employee awareness and inform the practical support and leadership efforts needed to drive our sustainability targets.



Key highlights

In conjunction with the launch of Engage in 2023, Engagement Champions were recruited across all offices to encourage participation in the survey and on-going employee engagement. Their role also includes facilitating communication within local teams around the survey results, and working with company leaders to understand the responses, identify areas for improvement, and implement positive changes across the business. Engagement Champions play a crucial role at their local level, and also come together regularly as a global network, sharing best practices and offering feedback on global engagement initiatives.

Strategy workshops

Our Engagement Champions received feedback from employees that they would like to enhance their understanding of our four strategic pillars and how they can connect with those pillars within their own roles. As a result, strategy workshops were held across the regions, to provide an opportunity to discuss this with our Managing Partner, Carole O'Neil, and the Chairs of the Regional Boards.

Our 2023 survey included questions around Zero Carbon Design and DE&I to provide valuable insight for the Net Zero Advocates and Chairs of the Cundall Communities. The survey results guide us on how we move forward in all areas and build on the great work that is already taking place.



The 2023 Engage survey showed that 84% of our people believe that managers care about their wellbeing



70% feel valued for the work that they do at Cundall

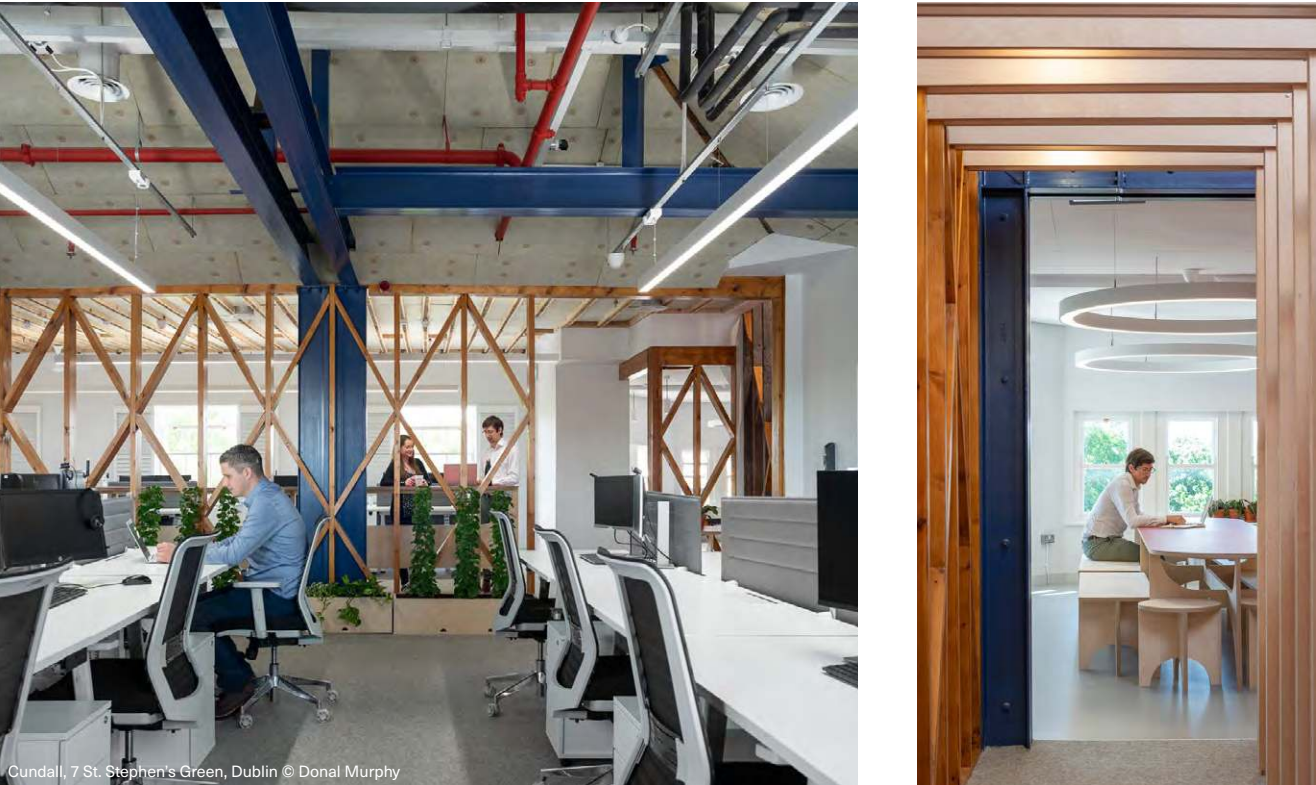


79% believe that Cundall's physical office workspace is a positive place to work



Cundall's Dublin office opened in 2020 and has served as the benchmark for sustainability and design excellence when planning for the relocation of Cundall UK's offices during 2025.

The reuse of existing office furniture and accessories reduces waste and embodied carbon.



Key design features

Sustainable design and low carbon approach

- **Low embodied carbon:** Reuse of existing office furniture and accessories to reduce waste and embodied carbon.
- **Natural ventilation:** Eliminated air conditioning by utilising natural cross-ventilation through the building's high ceilings.
- **Energy efficiency:** Installed destratification ceiling fans for better thermal control and heat recovery systems from shower rooms to supplement heating in winter.
- **Thermal performance:** Refurbished single-glazed sash windows and added thermal insulation exceeding industry benchmarks.
- **Outdoor terrace space:** Terrace has potential for future sustainable initiatives.
- **City centre location:** Close proximity to public transport hubs to reduce reliance on private vehicles.

Health and wellbeing

- **Office occupant comfort:** More control over the HVAC system to improve indoor climate conditions.
- **Wellness room:** Dedicated space to support employee wellbeing.
- **Office layout:** Optimised for efficient working and social interaction, with an open-plan office and a designated tea station/town hall on the second floor.
- **Compost bins:** Introduction of composting to reduce landfill waste.
- **Roof Herbs initiative:** Creation of a green rooftop space with herbs such as coriander, parsley, chives, as well as garlic, tomatoes, and spring onions, improving environmental sustainability and providing fresh produce for employees. The SusTeam introduced a library of cookbooks to encourage healthy eating.

Our new ESG Director

As Cundall's previous sustainability strategy reaches its conclusion, the company has taken an ambitious step forward by creating a new role dedicated to environmental, social, and governance (ESG) leadership. Madlen Jannaschk, who has been with Cundall for six years, has been appointed to this pivotal position as the ESG director. Madlen will be spearheading Cundall's refreshed ESG strategy, driving the company's new roadmap to align it with the Science-Based Targets initiative (SBTi) and create both short- and long-term commitments.

Q: What is the significance of the ESG director role in Cundall?

There are two parts to this, firstly, to support everyone across the business in staying abreast of all the changes occurring in the ESG space. This is important, both for our own internal practices and policies, and for the work we do for clients and our understanding of the drivers shaping their needs and expectations. Cundall was founded on an ethos of sustainability, so staying ahead of the curve on the issues that matter, best practice and the evolution of what ESG addresses is vital.

For example, in the past two years we have seen the policy and industry discourse evolve from a focus on carbon and energy to a more holistic, multi-factor understanding of sustainability that includes nature impacts, social value and new policy and regulatory requirements around mandatory disclosures, metrics and reporting. This is material for our business, giving our people new directions for professional growth, knowledge and service delivery. It is an exciting opportunity to bring

the "E", "S" and the "G" together in a systems thinking approach to discover and innovate new ways of operating in a decarbonising world.

My role is also core to the governance aspect of Cundall's own ESG policies and practices. It acts as a hinge between the company leadership and the wider business, ensuring effective communication and engagement. It also gives ESG insight a voice in decision making, as being a director ensures there is sufficient weight and influence to integrate ESG actions and principles at every level of the business and our practices.

Q: Can you share your long-term strategic vision for Cundall's ESG journey?

Our Sustainability Roadmap – One Planet, One Chance was published in 2018 and now undergoing an update to reflect the evolution we see in our industry and globally, in relation to environmental and social sustainability.

Targets are there to help us thrive and push forwards in the right direction.

Climate change and decarbonising our business and our projects is still top of the agenda. However, increasing impacts from climate change shine a much brighter spotlight on adaptation and resilience across our offices and communities. A rapidly changing climate also means an acceleration of biodiversity and nature loss, which is happening at unprecedented speeds.

But acknowledging these increasingly urgent themes also means opportunities for a more holistic approach to sustainability and ESG. For example, the circular economy concept is no longer a niche topic for sustainability enthusiasts and is instead developing into a feasible approach to combine resource efficiency, responsible sourcing and carbon emissions with economic principles.

We are considering all these aspects for our updated Roadmap and are building and expanding on the social targets we aspired to in our 2018 Roadmap, by broadening our view

beyond our workplace through more emphasis on our communities and suppliers on a range of human rights and fair work issues.

Our new Roadmap is expected to be completed in early 2025.

I am also working with management to determine which of the global certifications will best suit our strategy and proposed milestones for 2030 and beyond.

Q: What gives you hope?

Former head of the UN Climate Change Convention, Christiana Figueres, uses the term "stubborn optimism" to describe how she maintains her energy to continue the climate change fight, and this really resonates with me. I remind myself there are a lot of good people in the world who do good things and are passionate about climate change mitigation, social equity, biodiversity and human rights. This keeps me going, even when it sometimes seems we face impossible odds.

Similar to working with clients, I will spot one thing that is something I can do, some action or insight or guidance I can provide. So I do that, then the next steps will appear. I also take inspiration from others who have gone before us and developed tools and frameworks and approaches that have moved the dial. Before some of the new regulations around mandatory reporting, it took true boldness and ambition to engage with holistic ESG and aim high. The clients who enacted ESG tended to be driven and passionate, and I saw some do a complete 180-degree turn from where they had previously been operating.

There is something so inspiring about working with clients who come to us with a blank slate in terms of



sustainability strategy. For whatever reason, they have made the decision they need to do something, and as a consultant when you step them through the potential pathways, milestones, metrics and targets, you see the lightbulb go on for them when suddenly they get it – ESG is a powerful tool for business improvement, adding value and doing good both internally and out in the world.

Q: If you could give advice to anyone working in ESG, what would it be?

I heard a podcast once with Kate Raworth, the creator of Doughnut Economics, where she was asked how she deals with people who don't believe in climate change. Her answer was that she doesn't – she has plenty of work to do with people who do want to do something about it. As a consultant, it is not as

important to argue with people about whether climate change is real or not, it is to provide the advice, insight and tools to help people develop and implement positive practices including decarbonisation pathways. And I can see the tide turning.

For anyone starting out in ESG consulting, I would advise them to choose something to focus on for a client strategy and build on it. Don't get nervous because you don't have all the details about everything straight away. Keep in mind what we do is like building a plane rather than actually flying it, and it's important to get confident in that space of not knowing where everything lands or the details of how it got there. Try and see targets as something to work towards rather than onerous mandates. Targets are there to help us thrive and push forwards in the right direction.

When we embarked on our journey towards carbon neutrality in 2018, the scope of our decarbonisation efforts was different from what it is today. At that time, carbon neutrality was emerging as a new norm, and emphasis was placed on investing in carbon credits. However, the landscape shifted significantly with the introduction of the Net Zero Standard by the Science-Based Targets initiative (SBTi) in October 2021, which strives for a reduction of carbon emissions by at least 90% by 2050. This new benchmark has reshaped our priorities and requires continued substantial investments in our decarbonisation journey.

Parallel to the release of the new Standard, offset products have become under significant scrutiny in terms of their credibility and real reduction of emissions. Although Cundall has always invested into high quality units, we have made the strategic choice to reallocate our funds primarily to actively decrease our carbon emissions as a business to ensure we reach net zero by 2050 at the very latest.

This means we are aligning our trajectory with the stringent requirements of the SBTi Net Zero Standard and updating our existing intensity targets into near and long term absolute targets for our whole value chain (Scope 1, 2 and 3), based on a financial year 2022-23 baseline. Following our Board’s approval in August 2024, we aim to have these targets formally endorsed and published by the SBTi in early 2025.

Our new targets will be underpinned by a robust decarbonisation plan. This plan will detail both our short- and long-term objectives, the specific actions we will undertake to meet our goals, and the timelines and responsibilities for implementation.

Science Based Targets initiative
The Science Based Targets initiative is a global charitable programme founded by several organisations including the WWF and the World Resources Institute. Science-based targets provide a clearly defined pathway for companies to reduce greenhouse gas emissions, helping prevent the worst impacts of climate change and future-proof business growth. Targets are considered ‘science-based’ if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels.

Cundall has submitted our net zero targets to the SBTi for consideration and expect the formal approval early 2025. We will continue to report against our SBTi targets within our annual Sustainability Reports.

Our net zero targets are:

Milestone 1
By 2030, we aim to reduce our Scope 1 and 2 emissions by 42% compared with a FY2023 baseline and that 70% of our suppliers have set a science-based Scope 1 and 2 emissions target.

Milestone 2
By 2050, we aim to reach a target of net zero emissions. This means we are aiming for a 90% reduction of our Scope 1, 2 and 3 emissions.



With these foundations in place, we are confident that we are on a robust path to meeting our sustainability commitments and leading by example in the transition to a low-carbon and more sustainable future.

Recognising the importance of strategic leadership in this area, we appointed a new ESG Director in July 2024. This role will be critical in conducting a thorough materiality review, developing the next evolution of our ‘One Planet One Chance Roadmap’ and further refining our decarbonisation plan to ensure our goals are both ambitious and achievable.

Since 2008, Cundall has implemented an ISO 14001-certified Environmental Management System, which is integral to our efforts in reducing the environmental impacts of our operations and projects ensuring that they are systematically managed and mitigated.



When comparing our Financial Year 2021-22 emissions with the Covid-year 2020-21, we can see how our business travel emissions returned to pre-Covid levels. However, compared to our 2018-20 emissions, the increase in our overall footprint (within the previous boundary reported in FY2020-21) is 7%, despite the number of full-time employees increasing by 30% within the same timeframe. Similarly, we expanded our workforce by another 10% from FY2022-23 to FY2023-24 and managed to keep the increase in our emissions over the same time relatively low at 5%.

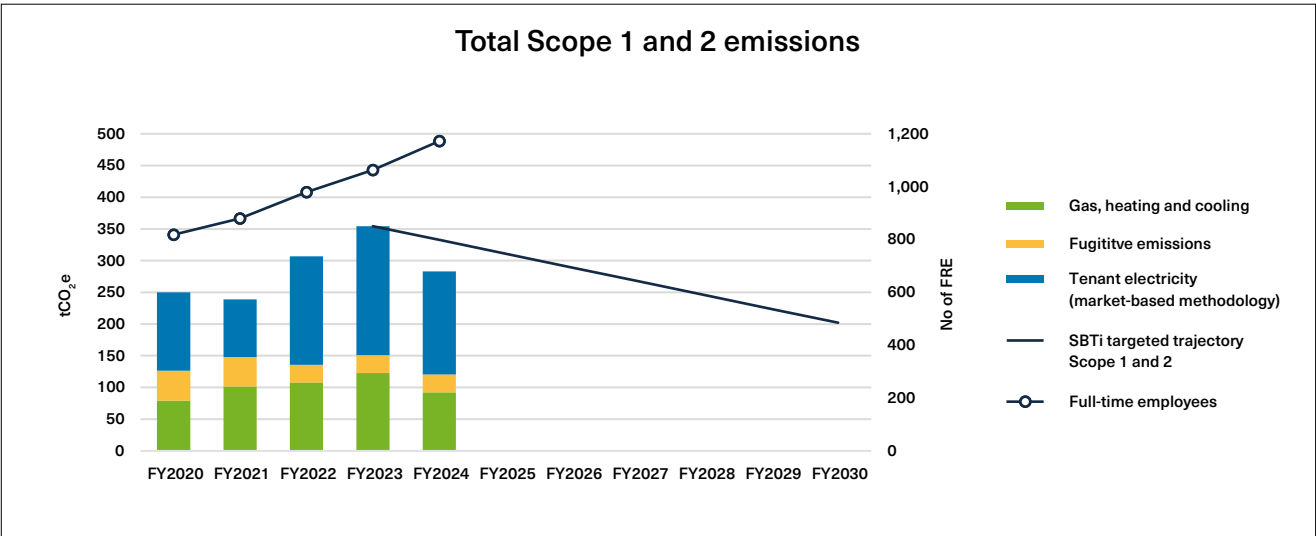
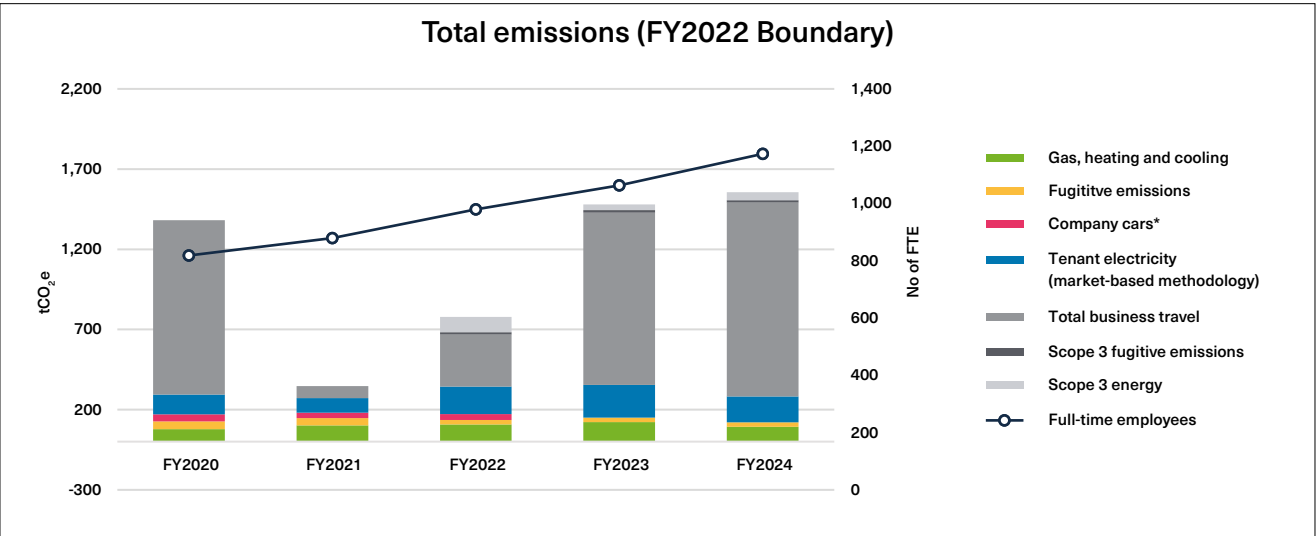
We have made good progress with our direct emissions, reducing Scope 1 and 2 greenhouse gases by 20% from FY2022-23 to FY2023-24. This was mostly achieved through the reduction of gas use in our tenancies and an increased use of renewable energy. For example, one of our largest offices located in Birmingham, has cut their gas use by over 75% through electrification and efficiency measures. We have now reached a renewable energy coverage of 64% across all our offices. Our UK offices now procure up to 79% of their energy from renewable sources through green or renewable energy contracts. Our new Net Zero targets provide us with a clear decarbonisation trajectory which we can use to measure and track our performance with.

To ensure we account for all material emission sources, we have extended our emissions boundary to also include employee commuting and purchased goods and services. This extension allows us to report all material emissions within our value-chain, in line with the SBTi Net Zero Standard, effectively reducing emissions from all the sources we control or influence.

		SBT baseline				
Emissions (tCO ₂ e)		FY19-20	FY20-21	FY21-22	FY22-23	FY23-24
1	Gas, heating and cooling	79	102	108	123	92
	Company cars*	45	33	37	-	-
	Fugitive emissions	47	46	28	28	28
2	Tenant electricity (market-based methodology)	123	91	171	204	163
3	Total business travel	1,087	75	324	1,075	1,208
	Scope 3 Fugitive emissions	-	-	15	15	15
	Scope 3 Energy	-	-	94	36	49
Total emissions (FY2022 boundary)		1,382	347	778	1,480	1,556

Additional emission sources (added for FY2023-24)						
3	Employee commute	-	-	-	480.2	485.4
	Purchased goods and services	-	-	-	3,949.6	4,536.9

Total emissions (including all sources)		1,382	347	778	5,910	6,578
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We aim to have our science-based targets formally endorsed and published by the SBTi in early 2025 and will continue to develop and refine a comprehensive emissions reduction plan. Key highlights from the plan are:

Scope 1 and 2

Tenant gas, fugitive emissions, tenant electricity

Seven of our offices currently use natural gas within their tenancies. The current leases for these offices will come to an end before 2030, which provides an opportunity to review our requirements for new office spaces. Non-negotiables in our Office Move Guide include the procurement of office spaces that use no gas or other fossil fuels for space or water heating, to further allow the procurement of renewable energy for the tenancy.

Where we occupy existing offices, we will be working with our landlords to develop electrification strategies for both tenancies and common areas.

Non-negotiables in our Office Move Guide include the procurement of office spaces that do not use no gas or other fossil fuels for space or water heating and further allow the procurement of renewable energy for the tenancy.

Procuring renewable energy attributes equivalent to our electricity consumption for all our offices (Green/Renewable Power) is a major priority for us. However, we acknowledge that not all regions we operate in show the same level of maturity in their grid decarbonisation which is why we grouped our offices into three tiers. Tier 1 including all our UK offices, is expected to procure 100% of their electricity use in the form of Green or Renewable Power. Offices in other regions will follow by 2040 (Tier 2 offices) and 2050 (Tier 3 offices).

Scope 3

Business travel

We are working on the implementation of a robust sustainability business travel policy. Parallel to the policy, we will consolidate our business travel booking and data collection system aiming to have all offices signed up to Corporate Traveller. This will enable better data quality and analytics and control over which flights, trains, hotels and rental cars are booked.

We are also considering to improve our data quality by setting up Uber accounts for the UK (and eventually for all available offices) as well as adding additional information inputs for taxi expense claims which will allow us to track emissions more precisely and better reflect the use of electric vehicles.

The improved data analytics will allow us to understand the reasoning behind our high-emission business travel and enables us to discuss a reduction of non-essential travel with our teams. It will also allow us to provide clear guidance on bookings, following a sustainable hierarchy.

Additionally, we are considering the introduction of an internal carbon price for travel emissions so they can be allocated to employees' organisational budgets.

A priority for us is improving the quality of our data, refining the data available, and exchanging secondary with primary data sources. For example, obtaining data directly from our suppliers. This will allow us to make better decisions when choosing which products to purchase and who we work with.



Purchased goods and services

Purchased goods and services are responsible for over 65% of our total emissions. Therefore creating a procurement strategy is a key action for us moving forwards in order to meet our Science-Based Targets.

We are planning to expand the use of our supplier database within our internal accounting system, for additional ESG-related supplier information. This will enhance data quality and tracking of our supplier engagement process and data.

Commuting

The majority of our offices are already in locations that are well connected to public transportation. However, our Office Move Guide mandates both good access to public transport, as well as a provision of facilities that support active travel, such as shower and changing facilities and bike lockers.

We also provide incentives, where possible, for sustainable commuting, such as Season Ticket Loans.

Other policies for Scope 1, 2 and 3

We published our Supplier Code of Conduct which denote Scope 1 and 2 emissions requirements for our suppliers among requirements relating to health and safety, human rights and other issues.

The development of a Data Management Plan in tandem with our Decarbonisation Plan will depict where we lack data quality, how improvements can be made, and which systems and responsibilities are associated with the various activity data points we collect.

Our homes and community



Beormund School, London, UK

The new Beormund School is a full-time Special Education Needs setting for children with social, emotional, and mental health needs. Currently accommodating 35 pupils, the school will move to a new purpose-built facility designed for 56 students. Cundall is providing building services, acoustics, fire engineering, and sustainability consultancy for the project.



Beormund's pupils will be taught in small classes of no more than eight, with teachers looking to deliver the national curriculum alongside other learning styles and support provided by a team of therapists.

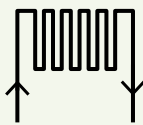
It is also an ideal opportunity for us to share our experience and expertise in designing low-energy buildings, as well as SEND schools.

A net zero school which provides support and learning for primary age students with social, emotional and mental health needs in the London Borough of Southwark.

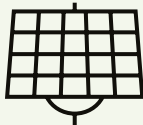
The design prioritises natural daylight and constant levels of fresh air, with efficient heat recovery provided to every classroom, while retaining the option for teachers to have openable windows.



Key design features



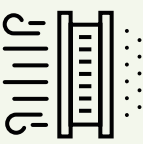
Air source heat pumps



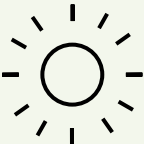
Photovoltaics



CO₂ sensors



Mechanical ventilation



Natural light

Indoor Air Quality Testing, Birmingham, UK

Cundall recently supported SIFA, a homeless charity based in Digbeth, Birmingham, by offering a free loan of air quality monitors and expert advice. The charity had been facing concerns from employees and volunteers regarding general health and wellbeing, with complaints relating to dim lighting and poor ventilation in their office space.



Over a two-week period, a comprehensive indoor air quality (IAQ) survey was conducted. The findings revealed that several key IAQ parameters exceeded recommended safety thresholds. One of the most significant issues identified was elevated carbon dioxide levels, which consistently surpassed the recommended limit of 1000 ppm. Prolonged exposure to high carbon dioxide concentrations can cause drowsiness and a notable decline in productivity. Additionally, the survey highlighted that office lights were often left on outside of operational hours, contributing to energy waste.

The survey results, paired with tailored guidance from Cundall's Air Quality team, equipped SIFA's office manager with the necessary evidence to commission remedial actions. These improvements aim to enhance the working environment and promote better health and wellbeing for employees' and volunteers'.

By identifying lights left on after hours, the charity can reduce unnecessary energy consumption.



Key design features

Environmental outcomes

- **Energy efficiency:** The survey revealed inefficiencies in the office's mechanical ventilation system, providing an opportunity to implement more effective ventilation solutions.
- **Reduced energy waste:** By identifying lights left on after hours, the charity can reduce unnecessary energy consumption.

Social outcomes

- **Cost savings:** The charity saved approximately £1,500–£2,000, which would have been the cost of commissioning a similar survey. These funds can now be redirected to support those at risk of homelessness in Birmingham.
- **Improved working conditions:** By addressing the identified issues, SIFA can improve employees' and volunteers' wellbeing, creating a healthier and more comfortable work environment, ultimately reducing the risk of long-term exposure to harmful conditions.
- **Informed decision-making:** The guidance provided by Cundall enables SIFA to make informed decisions about future improvements, benefiting both employees' and volunteers' and the overall efficiency of their operations.

STEM initiative for students in Dubai, UAE

In early 2024, Cundall's MENA team launched a STEM initiative in the UAE, to inspire young people to pursue careers in the construction industry. The programme aims to generate awareness about the vast opportunities within engineering and highlight the positive societal impact the profession can have.



As part of the initiative, Cundall's team visited schools in Dubai to engage students with interactive presentations and hands-on workshops. The sessions were designed to spark interest in STEM subjects and encourage students to consider engineering as a viable and rewarding career path.

The first phase of the initiative saw Cundall employees visiting schools including The Arbor School and other local institutions. Through these visits, students gained a practical understanding of what a career in engineering entails, with the opportunity to participate in

engaging and educational activities. In addition to school visits, Cundall offered a number of placements for students to gain industry experience in our Dubai office. The placements allowed students to delve into the life of an engineer, participate in in-house training, and receive invaluable mentorship.

The sessions are designed to spark interest in STEM subjects and encourage students to consider engineering as a viable and rewarding career path.



“The UAE's talent shortage is real, and now more than ever we have a responsibility to play our part to address this challenge. This is an opportunity for us to engage with talented young minds from across local schools and inspire them to consider the construction industry as a viable career choice. Inspiring the next generation of engineers is something that we are passionate about at Cundall. Providing opportunities to support young students is of paramount importance to really help make a difference. In light of the current climate crisis our industry is grappling with, we need to empower young people to solve the problems of tomorrow and create a strong, positive impact.

— Scott McKeever, Country Director - UAE and MENA Head of Building Services



Cundall collaborates with Wroclaw UST students

In July 2023, Cundall’s team in Poland participated in a five day learning experience at the headquarters of the Association of Polish Architects (SARP) in Wroclaw. The Hatay Workshop was a design innovation and collaboration experience for architecture students focused on the role of architecture during times of crisis.



Organised by the Eko-Studio - scientific circle of the faculty of Architecture at Wroclaw University of Science and Technology (WUST), in cooperation with PRP and Viessmann, Cundall was engaged to provide expert insight in the areas of structural engineering, building services, and sustainable architecture (passive design). The scientific supervision of the event was provided by arch. Anna Bać, professor at WUST.

During the workshop, students had the opportunity to immerse themselves in the design challenge of creating buildings in the

earthquake affected Hatay province of Turkey. The aim was to address the impact of natural disasters by transforming buildings into resilient shelters capable of providing refuge for up to a hundred people for seven days. The designs incorporated essential amenities such as access to water, power, and food, ensuring the safety and well-being of those affected by crises.

Our engineers played a pivotal role in guiding the students, offering their knowledge and expertise in key areas. Their insights and support helped the students develop their inventive architectural solutions.

Sławek Szumierz shared his expertise in structural engineering, particularly in seismically active regions. His guidance ensured that the students' designs were structurally robust and capable of withstanding the impact of earthquakes.

Przemek Paluszyński focused on the development of building services that would be essential in crisis situations. He provided insights into heating, cooling, ventilation, and access to water to ensure the comfort and well-being of occupants within the sheltered buildings.



Wojciech Stec, Martyna Wodo and Kubra Sultan-Świerczewski helped students to explore passive design strategies aimed at reducing a building's reliance on mechanical systems for heating, cooling, and ventilation.

The workshop concluded with a grand closing ceremony where the students presented their design ideas, demonstrating their ability to address the urgent needs of communities facing crises. The experience was eye opening for our engineers who provided feedback, recognising the students' remarkable achievements in tackling the challenge of engineering in times of crisis.



Our engineers played a pivotal role in guiding the students, offering their knowledge and expertise in key areas.

Making a difference in our communities



City of Melbourne Net Zero Buildings program

Employees from our Australian business collaborated with the City of Melbourne Net Zero Buildings team on the development and implementation of a Net Zero strategy for all buildings within the local government area. This pro bono engagement comprised providing feedback, insight, case studies and resources for the Net Zero Buildings Plan developed by Dr Dominique Hes, and stakeholder feedback on the preliminary draft of the plan.

A group of our technical specialists in Building Performance, Sustainability and Building Services, partnered with City of Melbourne employees to develop and deliver two Electrification Masterclasses in February 2023 and November 2023. These free, interactive workshops gave asset owners, facilities managers and other stakeholders and opportunity to learn about the preliminary steps involved in planning an asset electrification approach.

In addition, Cundall developed a technical advisory for the City of Melbourne to utilise as part of a masterclass seminar on circular economy and decarbonisation. The technical advisory has since been made available to all interested parties as a free resource on the Cundall website.

Hong Kong - Beach clean-up



Thrift for good volunteering

In 2022 volunteers from the Dubai office spent their evening sorting clothes at a local charity shop called Thrift for Good.



Australia's Biggest Morning Tea

Cundall's Melbourne office participated in this annual national event in May 2023 to raise money for the Cancer Council.

