



boon brown

Issue 06a

April 2026

Corporate Social Responsibility

Social
Value
Strategy

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Introduction

What is CSR?

Corporate Social Responsibility, or CSR, is a form of self-regulation that reflects a business' accountability and commitment to contributing to the well-being of communities and society through various environmental and social measures.

Some ways that a company can embrace CSR include:-

- being environmentally friendly and eco-conscious;
- promoting equality, diversity, and inclusion in the workplace;
- ensuring respect for all;
- giving back to the community;
- and ensuring business decisions are ethical.

Our Social Value Strategy

At BoonBrown, we have reflected on the CSR aims and felt that we should consider not just their standard form but how we might adapt them to our particular ambitions.

Our Social Value Strategy therefore is based upon CSR principles, with a tailored approach which identifies the critical elements of CSR which are of greatest importance to our working practices and makes the most appropriate commitments for us towards the sustainable social and community goals that we have targeted.

Why does CSR matter?

CSR demonstrates that you're a company that takes an interest in wider social issues, in addition to the day-to-day activities of your business.

CSR plays a crucial role in a company's brand perception including its attractiveness to customers, employees and investors, talent retention and overall business success.

It is important to remain an outward-looking business and by embracing CSR, it demonstrates ambition to create a positive impact on the world.



Our Vision



Our vision is to create spaces that are inspirational and contextual, enhancing quality of life and delivering sustainable places for the future.

Across our studios, we take a proactive approach to improving how we work and how we contribute. We continually review and develop our activities in relation to our **people**, our **communities** and the **environment**, ensuring social value is embedded in everything we do.

We achieve this through rigorous assessment of our current practices, active engagement with employees, clients and local communities, and the setting of ambitious, measurable goals. This approach ensures we continue to evolve, respond and lead in line with emerging social, ethical and environmental principles.



Abigail Baggley |
Director of Architecture | Architect



People

We champion the wellbeing and development of our people, creating a positive working environment that enables them to thrive and deliver exceptional outcomes for our clients.



Communities

We actively engage with the communities around us, supporting local enterprises and contributing positively to places and people wherever we can.



Environment

We are committed to environmentally responsible practice, designing greener, more sustainable buildings and places that minimise our impact on the world.

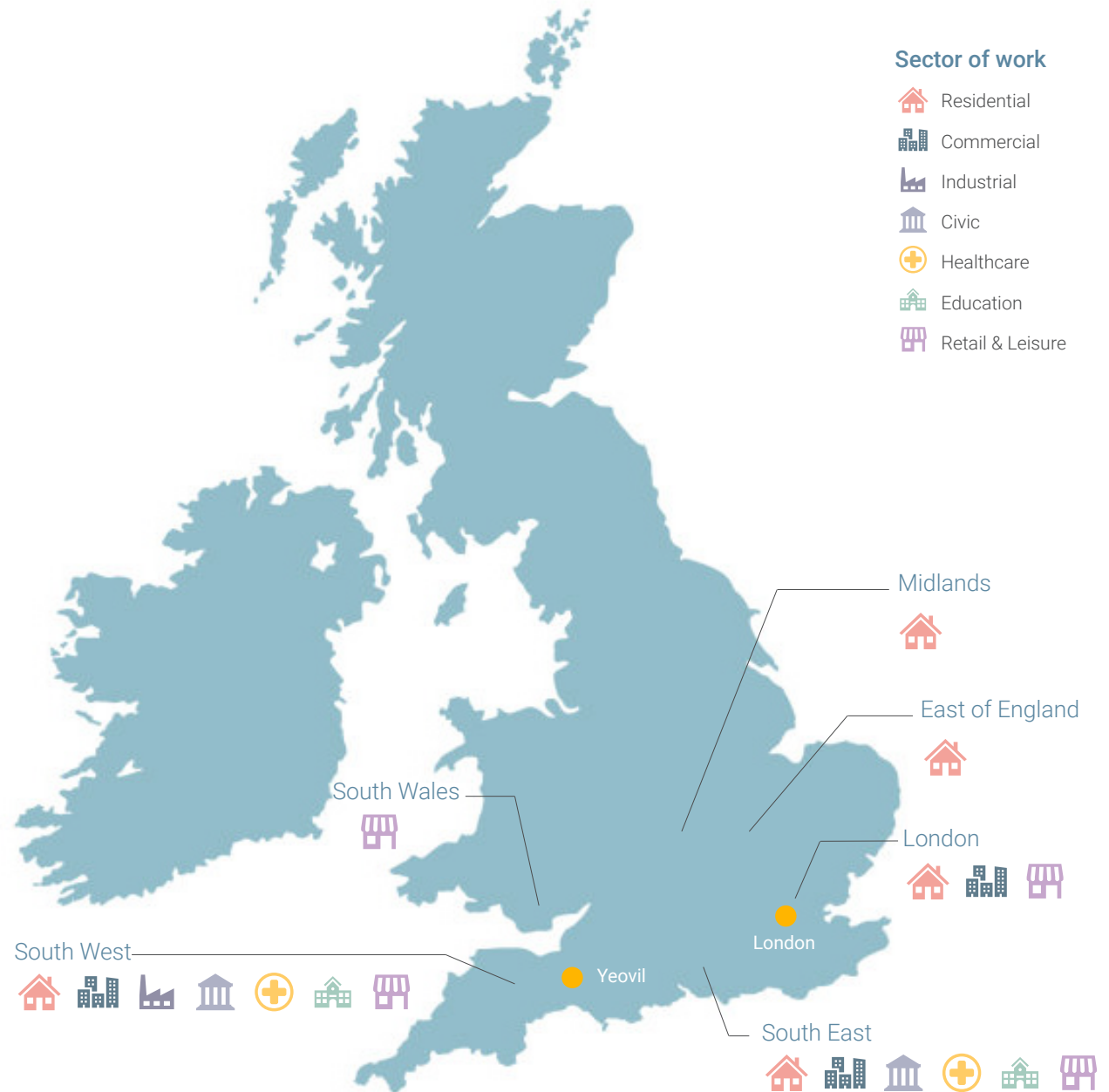
About Us

Our Practice

We are an established, client-focussed, creative design practice, with an enterprising, commercial mindset and in-depth technical knowledge.

With more than 39 years of experience and an annual turnover of £ 4.2 million, we have built a team of talented people, working across every aspect of the built environment including:

- Architects
- Landscape architects
- Town planners
- Masterplanners
- Principal designers
- Technologists



Our People

Our Team

Our 50 strong team includes architects, town planners and landscape architects with individuals specialising in concept design, planning and technical delivery.

Our Core Values

Empowering others

Creating places and buildings that empower new communities and celebrate diversity and individuality.

Holistic approach to design

Seeking to find holistic landscape-led design solutions, which promote the transition to net zero and inspire positive change.

Integrity

Fostering a culture of conversation, idea sharing and collaboration, united in our professional conduct, always working with honesty and in the best interests of clients and the environment.

Designing to deliver

Providing solutions to complex technical, logistical and construction problems through high-quality design.



Our CSR Committee

Our CSR committee is a group of volunteers from all areas of the business, with an interest in developing BoonBrown's responsible business activities.

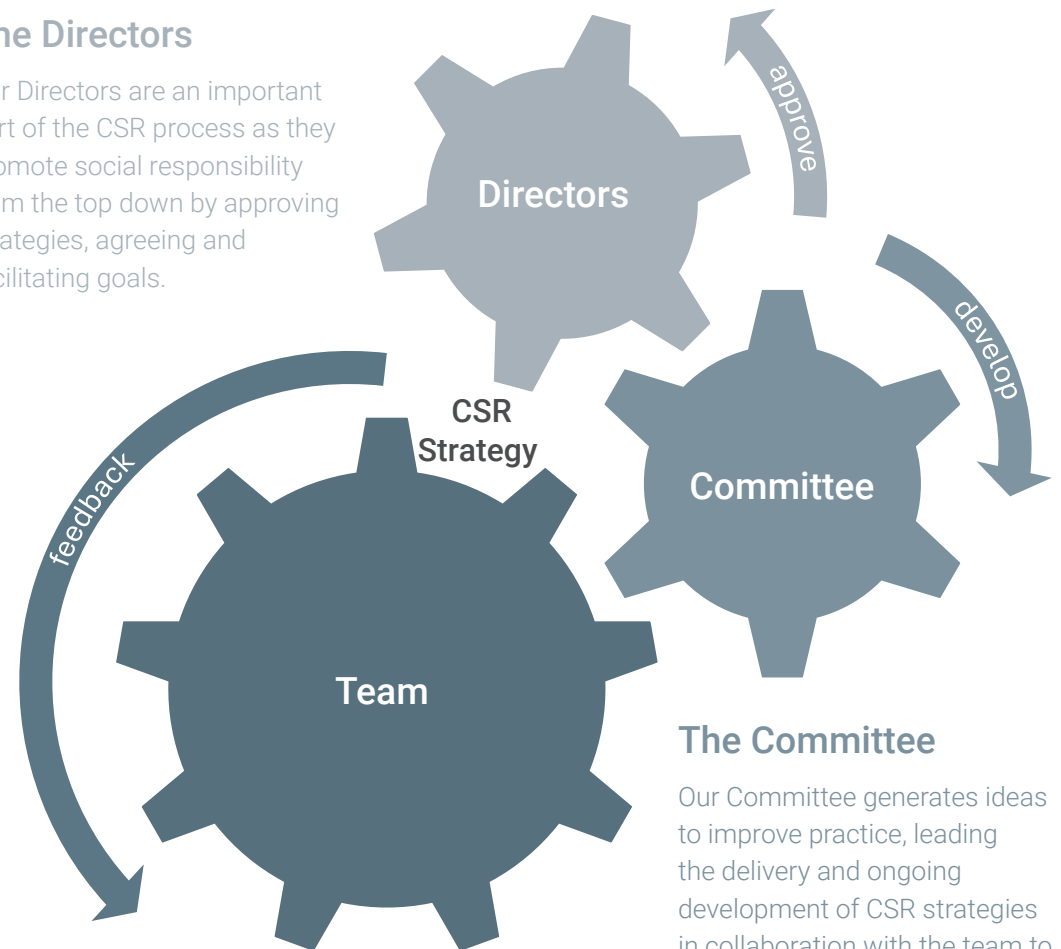


Roles & Responsibilities

Our approach to Corporate Social Responsibility is underpinned by clear roles and shared accountability across the business. From strategic leadership through to everyday implementation, each level plays a distinct but interconnected role in shaping, delivering and continually improving our CSR commitments. This collaborative structure ensures that CSR is embedded into decision-making, operations and culture, supporting meaningful and lasting impact for our people, clients and wider community.

The Directors

Our Directors are an important part of the CSR process as they promote social responsibility from the top down by approving strategies, agreeing and facilitating goals.



The Team

Our Team play a pivotal role by embracing change and supporting new practices. They provide feedback, identify improvements, and share ideas that help promote CSR principles to clients and the wider community.

The Committee

Our Committee generates ideas to improve practice, leading the delivery and ongoing development of CSR strategies in collaboration with the team to align values and goals.

Sustainable Development Goals

In 2015, 193 countries adopted Agenda 2030 for Sustainable Development and its 17 Sustainable Development Goals (SDGs).

While all the goals are important, we felt that we should focus on a select few to direct our efforts where we could have the most effect.

Coming together as a business, we decided to engage with the wider team, undertaking a company-wide survey to decide which goals were the most important to us collectively, and thus which ones we should support.



Employee Engagement

Soliciting and responding to employees' feedback is a key driver of engagement.

We believe it is important for our staff to support the company culture and values; with a survey, we were able to take a step towards improving our practices.

Our latest anonymous surveys, undertaken between April and September 2024 focused on some of the important drivers of engagement including well-being, support and sustainability goals.

From the results*, we defined several areas for improvement; these have become important review objectives for us to achieve within 2025/2026.

*The document represents a sample of the results.



Survey Results

Survey Results

Top influential question and results relating to:



People

89%

Think BoonBrown employ staff from a diverse range of backgrounds

34%

Believe there are adequate resources or training to manage work-related stress

23%

Aware of wellness resources provided by the company

77%

Feel that BoonBrown offer the support and flexibility necessary to thrive at work



Community

62%

Would like to see BoonBrown increase its support of local causes

25%

Would like to make regular donations to charity through payroll

75%

Would be interested in providing mentoring for young people either at university or in school

62%

Would be interested in a BoonBrown group volunteering



Environment

70%

Think BoonBrown is an environmentally friendly business

74%

Think BoonBrown promotes sustainable design and place-making

80%

Interested in net zero design, including how to reduce operational and embodied carbon

85%

Interested in learning more about biodiversity maximisation in built environment design

*Result percentage includes strongly agree and agree answers

Survey Results

Sustainable Development Goals

Out of the 17 sustainable development goals, which four do you feel are most important to you?

30%

CLIMATE ACTION



33%

ZERO HUNGER

43%

GOOD HEALTH & WELL-BEING

33%

QUALITY EDUCATION

Survey Summary

| What Did We Learn

SDG Summary

Collectively as a practice, we continue to feel the following four SDGs are most important to us:-



We want to help communities achieve food security and promote sustainable agriculture.



We would like to promote learning opportunities for all and provide quality education.



It is important that we encourage well-being and good health for our staff and clients.



We want to take urgent action to reduce our impact on climate change and promote sustainable solutions.

General Summary

There is a general wider understanding of the meaning of 'social value' compared to when we started this enterprise in 2022. However, communication could be improved to frequently update staff on the activities that we undertake as a Practice for Social Value.

Over the last 4 years of promoting our CSR Strategy our chosen SDGs above have aligned with the achievements BoonBrown have completed. This statement is thoroughly supported by the results in the staff surveys. However, there is continuing opportunity to improve staff well-being through the implementation of a range of company wide activities and improvements.

Next Steps

Continue Consultation

We have taken steps to formalise our practices and procedures in terms of real employee engagement and CSR actions. The consultation will continue to be an ongoing, live process of feedback and improvements as we move forward.

This is intended to contribute to the continuing success of the business with a 'best practice' approach throughout the company, while helping us work towards a progressively sustainable future.

Setting Objectives

We have outlined several objectives which define strategies and necessary steps to attain goals that align with our chosen SDGs. By setting these objectives, we have clear areas of focus and target dates for implementing them. These will be reviewed on a 6 monthly basis.

Our progress to date including how we have operated over 39 years undoubtedly stands us in good stead and bodes well for the future. Our pursuit of the ideals and standards that we have set out in this document will ensure that we continue to grow and deliver with the right values and ambitions of a business fit for today and ready for tomorrow.



People

We will continue to promote the wellbeing of our people and maintain a strong commitment to meeting our clients' aims through a positive and supportive working environment.



Community

We will strengthen our engagement with local communities and businesses, working proactively to support shared priorities and contribute positively to issues that affect us all.



Environment

In line with our vision, we will design greener buildings and spaces by embracing new ideas and technologies and using sustainable materials and methods, including modern methods of construction, wherever possible.

CSR Objectives - Achievements

Achievements | Past and Ongoing Commitments



GOOD HEALTH & WELLBEING

People

- Mental Health Awareness Training - Mentor Learn
- Maternity and paternity enhancement package
- 'Loyalty' rewards for long service
- Team events - Yeovil 10K
- Flexible lunch hour to accommodate exercise.
- Outside bench

Community

- Quarterly next generation events strengthening local connections and industry support.
- Raising money (£1,250) for a school in Sierra Leone and designing a new roof for their building.



QUALITY EDUCATION

People

- Formalised PEDR structure and development plan
- Introduction of technical and planning workshops
- CDP programme

Community

- Educational lectures
- Offered work experience placement for local schools
- Attended student career days
- Organised mentoring with local schools/universities
- Undertake mock interviews relating to architecture
- Promote educational information through blogs.



ZERO HUNGER

Community

- Donations to the local a food bank
- Food and bedding donations to Fern Animal Sanctuary



CLIMATE ACTION

Environment

- Use of eco-friendly paper
- Recycle shredded paper and donate to horse pens for bedding
- Provided bike storage at both studios to encourage cycling to work
- Establish existing carbon footprint and set up targets
- Improved recycling statistics in both offices
- Improved recycling stations in Yeovil office
- Paperless job files implemented

Achievements | 2025/2026 New Commitments



GOOD HEALTH & WELLBEING



QUALITY EDUCATION



ZERO HUNGER



CLIMATE ACTION

Community

- Support UWE in there 'live Project' module working alongside Stonewater.
- Working with 'Accessible Wells' to improve design through wider inclusion.
- Frome college year 10 D&T dragons den judge.

Community

- Charity Christmas shoe box appeal donations

Environment

- Reduction of printing through introduction of code system.
- London studio has been switched to a 100% green energy supplier

CSR Objectives

CSR Objectives



People

SDG	In./Ext.	Proposed	Target Date	Improvements/Progress
		Review support in place for mental health (consider Mental Health First Aiders)	2026	It is advised that Mental Health First Aiders maybe a legal requirement in the future. This is to be reviewed on a quarterly basis.
		Direct line for HR advise for employees	2026	Considering independent HR advisor or Natwest mentor. Benefits are currently being reviewed.
		Connect with local schools and universitys to help support career insight into landscape architecture and town planning.	2026	Look into forming connections with local schools and universities to support carrer paths for landscape architecture and town planning.
		1-2-1's to be schedules in Yeovil office as already implemented in London.	2026	
		Review potential 'Sabbatical Policy' as an employee benefit.	August 2026	

CSR Objectives



Community

SDG	In./Ext.	Proposed	Target Date	Improvements/Progress
		Review volunteering opportunities and benefits.	2026	Review impact of a defined volunteering day to the business.
		Explore the opportunity to give to charity through a pay package	2026	Review options and understand administrative implications of payroll donations i.e. Is easy to start and stop if an employee wishes too.
		Offer work apprenticeship placement in London studio for local schools	2026	Explore potential of recruiting an apprentice in the London studio.

CSR Objectives



SDG	In./Ext.	Proposed	Target Date	Improvements/Progress
		Review business practices and ways that we can target becoming a Carbon Neutral practice.	2026	Gradually change existing fluorescent lighting with an LED alternative within the Yeovil office to save energy.
		Promote car sharing through incentive schemes	2026	Incentives to be reviewed for the Yeovil office.
		Review requirements for having electric charging points in Yeovil Studio (n/a in Brixton)	2026	EV charging point installation to be reviewed again, as it would benefit BoonBrown and adjacent business.
		Annual refresher of ISO goals	2026	

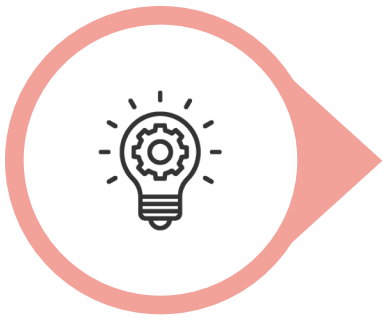
Going Forward

CONSULTATION

Draft CSR report is issued to BoonBrown team for 'consultation' and feedback

6 MONTH REVIEW

Progress is reviewed against objectives; 6 months from issue. An interim CSR report is then issued to demonstrate progress



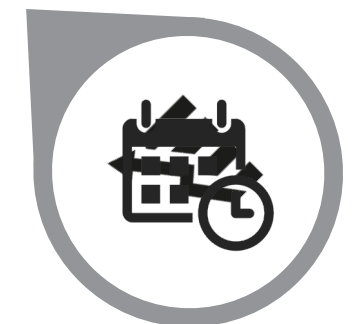
IDEATION

The Committee develops and approves a draft CSR report



'GO LIVE'

The Committee responds to feedback and finalises the first issue



ANNUAL PUBLISH

One year after its first issue, the strategy will be redefined and developed further. This process may include setting new targets, focusing on new sustainable development goals and evolving the documentation

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