

SCOTT BROWNRIGG⁺

OUR CORPORATE PURPOSE REPORT 2026



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OUR PURPOSE IS SIMPLE: TO ENRICH LIVES THROUGH THE BUILT ENVIRONMENT AND CREATE A BETTER WORLD. RESEARCH-LED AND POWERED BY COLLABORATION, WE BELIEVE OUR TEAM HAVE THE POWER TO MAKE A DIFFERENCE; TO HELP SHAPE AN INDUSTRY THAT IS SAFE, SUSTAINABLE, INCLUSIVE, AND DIVERSE.

OUR COMMITMENT

As one of nine RIBA Practice Role Models and the first UK architecture practice to join the UN Global Compact, we are committed to driving positive change on human rights, labour, environment, governance and anti-corruption to meet the UN Sustainable Development Goals.

This report reflects our evolution as a global practice and outlines our progress toward an inclusive, regenerative built environment through design, innovation, and responsible practice.

“**What defines Scott Brownrigg is our sense of responsibility to the world and the industry.**

Darren Comber, Chief Executive Officer



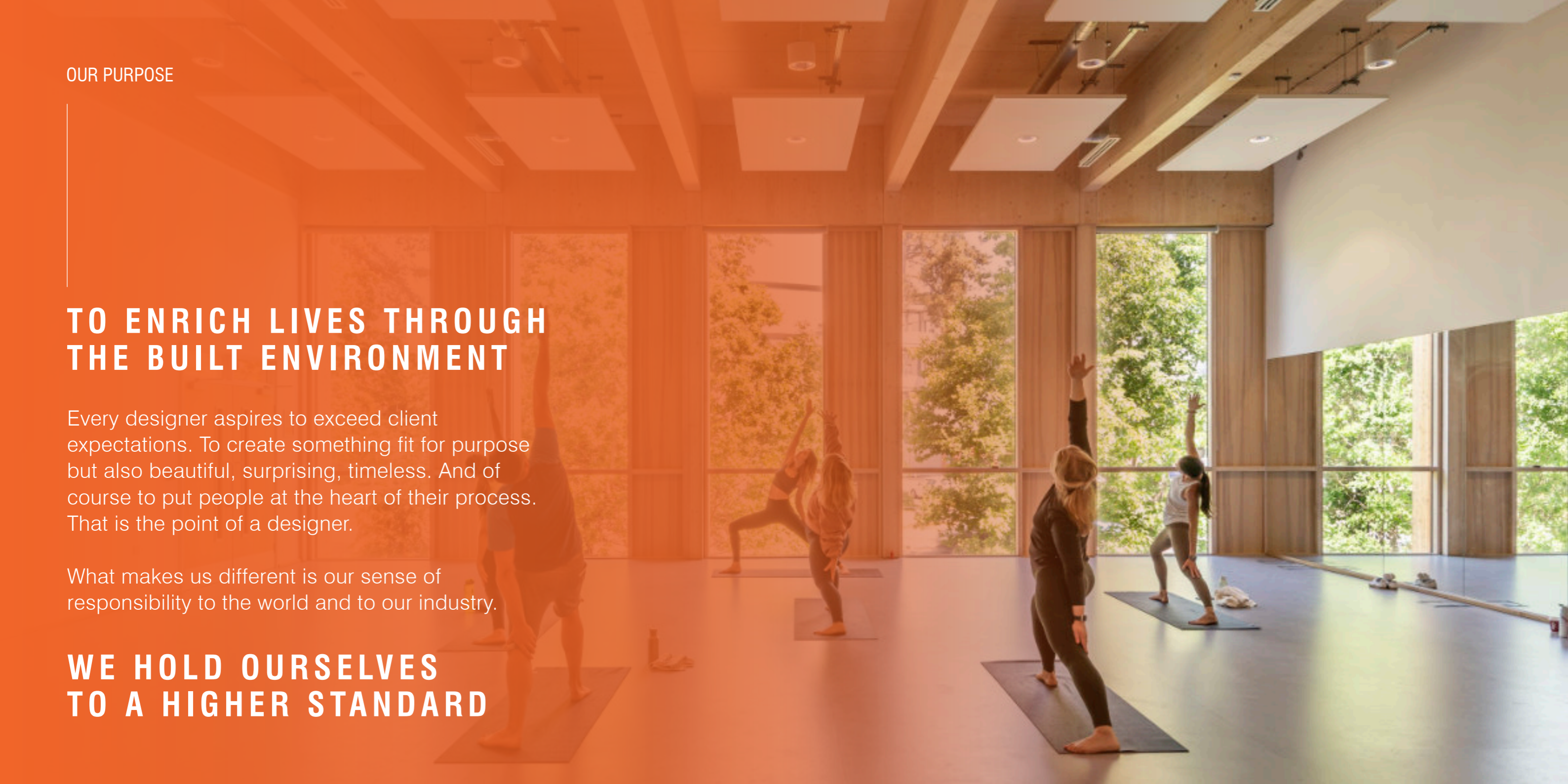
OUR PURPOSE

TO ENRICH LIVES THROUGH THE BUILT ENVIRONMENT

Every designer aspires to exceed client expectations. To create something fit for purpose but also beautiful, surprising, timeless. And of course to put people at the heart of their process. That is the point of a designer.

What makes us different is our sense of responsibility to the world and to our industry.

WE HOLD OURSELVES TO A HIGHER STANDARD





OUR VISION

**A GLOBAL DESIGN
LEADER RECOGNISED
FOR TRANSFORMING
THE INDUSTRY**

**TO CREATE A
BETTER WORLD**

OUR VALUES

WE ARE SOCIABLE

It's part of why we love what we do. It makes the creative journey enjoyable.

WE FIGHT FOR THE CREATIVE

We have a relentless desire to make things better.

WE LISTEN AND EXPLORE

We think about every angle and ensure we make the right decisions together.

WE LIVE FOR OPPORTUNITIES

To push ourselves, creatively, in business and as a team.



**OUR STRUCTURE
EMPOWERING PEOPLE,
DRIVING COLLECTIVE PROGRESS**

1.0



Founded in 1910, we've grown from a local partnership to a global design leader ranked among the UK's Top 20 and the world's Top 100 architectural practices. Our vision remains constant: creating spaces that inspire, endure, and make a positive impact.



Architecture & Progression Exhibition, The Building Centre London

HERITAGE

This year, we marked 115 years of innovation with Architecture + Progression - a book and exhibition celebrating our evolution and creativity, showcasing landmark projects from across the past century.



“It's pretty rare to find any practice that's lasted successive generations, to still be here 115 years later. It's an absolute testament to the characters and the people involved.”

Theresa Dowling, Former Editor FX Magazine

AT A GLANCE



ESTABLISHED
1910

Celebrating 115 years of excellence



EMPLOYEE
OWNED



GLOBAL

8 Global studios
projects on
continents **6**



PUBLISHED

3UN
global compact
communications
on progress

OWNERSHIP

We are 100% employee-owned, fostering inclusion, accountability, and shared success. Our governance combines the Strategic Board (vision and strategy), Operations Board (performance), the EOT Trust Board (integrity and compliance), and the EOT Committee (elected representatives ensuring transparency and dialogue). Good governance is built on clarity, integrity, and trust, embedding a culture of employee ownership while continually strengthening staff engagement.

DECISION-MAKING & TRANSPARENCY

Our processes are aligned with the UN Sustainable Development Goals, supporting resilience, ethical practice and long-term, future-focused growth. We share key internal metrics with our staff, including financial performance, to ensure transparency and strengthen organisation-wide input. This year, we published our third UN Global Compact Communication on Progress, reaffirming our commitment to responsible and sustainable business practices.



Operations Board



Life Sciences team

“Our commitment to enriching lives and creating a better world is delivered, monitored and measured through all our projects and activities.”

Helen Taylor, Director of Practice



OUR PEOPLE
OPEN, INCLUSIVE AND WELCOMING

2.0



Our people are the heart of our culture - open, inclusive, and welcoming. Diversity is a source of strength, and we are committed to fostering an environment where everyone feels a sense of belonging and has the opportunity to thrive.



Interior Design team

JUSTICE, EQUITY, DIVERSITY & INCLUSION

We continue to strengthen diversity, equality and inclusion through initiatives reviewed by our Diversity Action Group, with insights reported to our Strategic Board to drive positive change. This year we reinforced this commitment by contributing to RIBA's EDI Leaders group and supporting wider discussions on equality and neurodiversity. We promote a healthy work-life balance, maintain a gender pay gap well below the industry average, and keep our recruitment processes transparent, fair and accessible. We also support varied working styles and needs, and invest in leadership development and diversity and inclusion training to foster a culture of inclusion across the practice.

LEARNING & DEVELOPMENT

Growth never stops. We offer clear career pathways and a broad range of training opportunities to support professional and personal development, including our Career Roadmap, CPD programme, leadership training, and on-demand learning through LinkedIn Learning. We also strengthen development through coaching and mentoring. While coaching happens naturally within teams, mentoring provides a more structured opportunity for growth. By offering mentoring to all colleagues, we align development with our business goals and build leadership capability across the practice.

“**We champion an inclusive, high-performing culture where every individual feels valued and empowered to thrive.**”

Beth Holt, Head of People & Culture



AT A GLANCE

43%

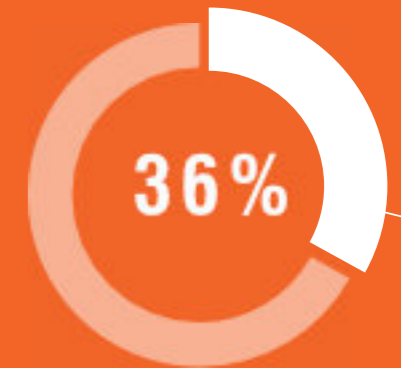
Female staff

7,246

Hours of CPD

60+

Staff events



WOMEN IN
MANAGEMENT

HEALTH & WELLBEING

We are committed to a workplace where mental and physical health are valued equally, offering a healthy work-life balance, private healthcare, enhanced parental pay, profit-share distributions, mental health support and confidential access to the EOT committee. We encourage employee feedback to drive improvement and this year introduced a new suggestion box to gather shared ideas. As an international practice, we help everyone feel included and connected by creating welcoming studios, embracing hybrid working, and encouraging participation in company-wide events and local activities organised by our Wellbeing, Activities + Charity (WAC) Committee.



Christmas Jumper Day for Save the Children



Fun run/walk for Blueprint for All

OUR PROJECTS:
CREATING SPACES THAT NURTURE

3,0



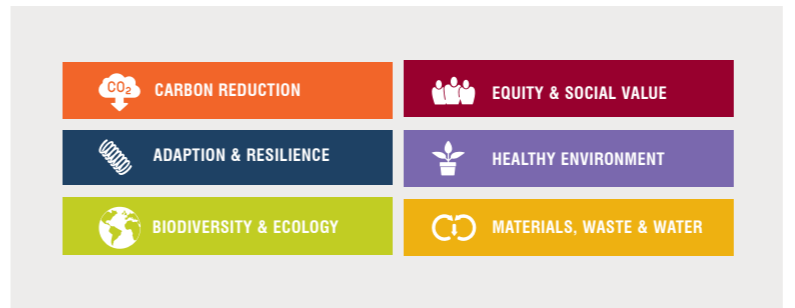
Every project is an opportunity to make a positive impact. Our internal sustainability reviews drive continuous improvement and keep our projects resilient, future-ready, and aligned with leading sustainability goals.



Cycle Parc, Cambridge Biomedical Campus

A REGENERATIVE APPROACH

We work with clients and collaborators who share our values and our commitment to enriching lives through sustainable, socially conscious, design-led architecture. Together with partners who champion quality, innovation, and positive impact, we pursue a regenerative approach that seeks to restore ecological balance and create lasting social value through the buildings we design. This work is guided by six themes:



This year, our commitment to climate-positive design was recognised through inclusion in the AT Regenerative Practice Index.

“A business that does not include sustainability and the health of the planet in its plans will find it difficult to survive in a rapidly changing world.”

Mario Vieira, Head of Sustainability



AT A GLANCE

12 benchmarked **PROJECTS**
OVER 1400 hours of **CPD** SUSTAINABILITY

SPECIALIST MEMBERS
2 of Design Safety Unit
4 Certified Passivhaus **DESIGNERS**

60% REPEAT business
NET 44 Promoter Score



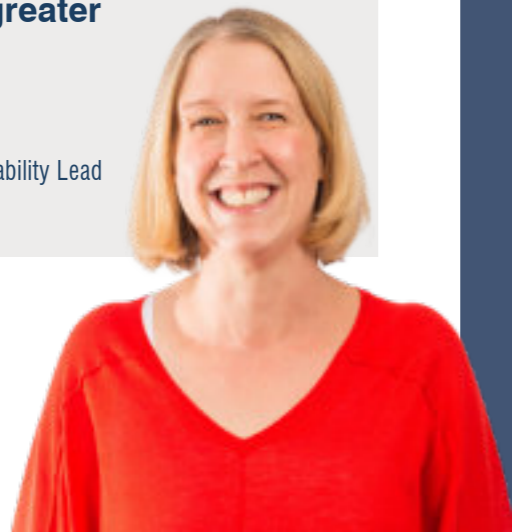
CARBON REDUCTIONS

We measure our carbon footprint across our business and projects, apply LifeCycle Assessment tools, and align our approach with the UK Net Zero Carbon Buildings Standard. This year we conducted a detailed benchmarking study on a range of projects against our sustainability themes. It established a practice baseline for numerous building types helping us set and track progress against our project sustainability goals.

“

With a robust project baseline established, we are able to set clearer targets and measure progress with greater consistency.

Annabel Chapman-Smith
Project Director & Sustainability Lead



Columbus Courtyard, London (onsite)

Retrofit of an office building in Canary Wharf into a new state-of-the-art life science and technology hub. The project, which reuses approximately 80% of the original structure and 50% of the façade, is set to achieve EPC A and BREEAM Outstanding.



2000 Discovery Drive, Cambridge (onsite)

One of the projects in the benchmarking study was 2000 Discovery Drive, a life sciences building under construction. We applied our learnings to 4000 Discovery Drive for the same client, reducing façade embodied carbon by 60% through changes to the wall system, recycled content, and alternative cladding materials.



3.0 OUR PROJECTS



Epping Forest Wellness Centre, Essex

- Listed in **AT Regenerative Practice Index**
- Constructionline **Gold SSIP Acclaim accreditation + ISO45001**
- Signatories of **UN Global Compact, Architect's Declare, Don't Waste Buildings, and RIBA 2030 Challenge**
- Members of **UKGBC, Passivhaus Trust, and Association for Environmentally Conscious Building**

DESIGN FOR SAFETY

Safety is embedded in every stage of our work. This year, we launched a Building Safety Act learning module with Architecture Today, sharing insights to raise industry standards. We also achieved ISO45001 international accreditation for Health & Safety management.

INCLUSIVE DESIGN

Our inclusive design approach focuses on creating places everyone can use confidently, independently, and with dignity. We put people at the centre of our work, address overlooked needs, and collaborate with clients to remove barriers. We strengthen our expertise through our own inclusive design tools such as the Access Audit Checklist, Access + Inclusion Report, and Access Statement, and by working with industry specialists and the Access Association.

“ We’re always on hand to support teams through project reviews and audits, helping them deliver schemes that are genuinely accessible and work for everyone.

Teresa Kokot, Project Leader



Research and Training Company, London

CLIENT FEEDBACK

Client feedback shapes every stage of our work, helping us refine services and strengthen project performance. Regular engagement with an impartial representative within the practice ensures open communication throughout the project lifecycle, enabling us to identify what is working well and address potential issues proactively. This process supports Net Promoter Score tracking, lessons-learned workshops, and the integration of best practice into projects, fostering honest and transparent dialogue across teams.

POST OCCUPANCY EVALUATION

We listen, learn, and continually improve to create spaces that truly support the people who use them. Through comprehensive Post-Occupancy Evaluations with clients, collaborators, and end users, we assess project outcomes to ensure our work delivers lasting value for both people and places. This process allows us to review key elements - from the initial brief and buildability to energy performance, cost efficiency, and overall user experience - and apply these insights to strengthen best practice across future projects.





RESEARCH:
INSPIRING CURIOSITY, DRIVING INNOVATION

4.0

Since 2004, Design Research Unit has been central to our practice - driving design excellence, championing research-led innovation, and testing new ideas to deliver evidence-based, future-ready solutions. Cross-team collaboration and partnerships with academia and industry amplify our impact.



INTELLIGENT ARCHITECTURE

Through our iA: Intelligent Architecture publications and podcast - which offer fast, accessible conversations on the future of the built environment - we share our latest thinking on emerging challenges and design-led opportunities.

DIGITAL DEVELOPMENT

The future of construction is digital, built on an ongoing interplay between the physical and virtual worlds. Our teams work in fully developed BIM and digital environments across a wide range of sectors, continually advancing new digital and AI-driven workflows, including the integration of Digital Twins.



IA: Intelligent Architecture Podcast

“

We create space for original research, visionary thinking and debate to strengthen design quality, challenge convention and inspire meaningful change.

Alistair Brierley
Head of Design Research Unit

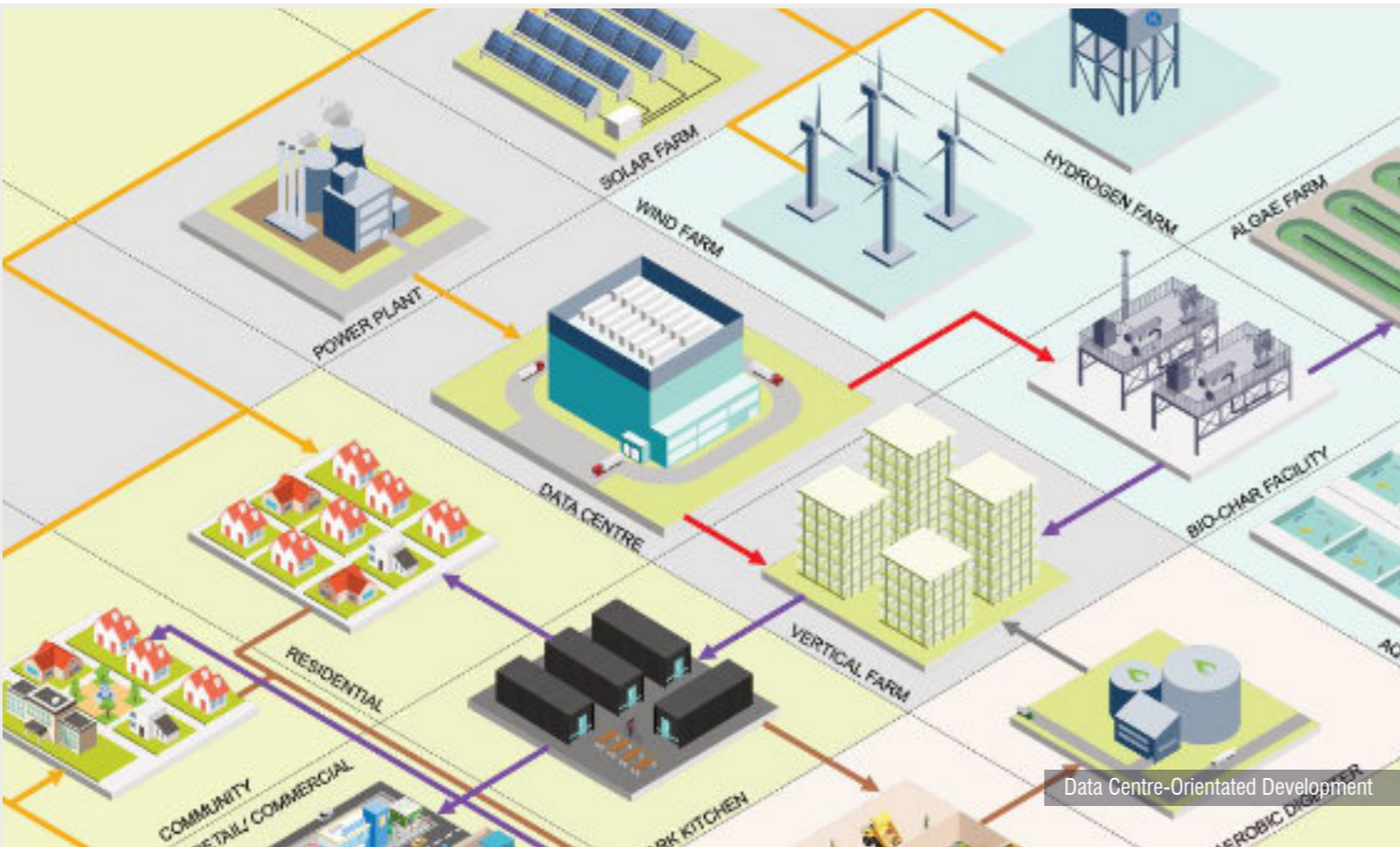


PROJECT RESEARCH

We advance our work through project-based research - unlocking new ideas, sustainable solutions and future-ready design, continually testing how innovation can strengthen outcomes for our clients and communities.

DATA CENTRE-ORIENTATED DEVELOPMENT

As demand for data centres grows, we're exploring their wider role in the city - how they integrate into urban environments, and how co-locating complementary activities can harness waste heat or benefit from backup power to create local circular economies, such as supporting food production, ultimately benefiting both cities and communities.



Data Centre-Orientated Development



Urban Labs, Cambridge

URBAN LABS

We are exploring opportunities to repurpose vacant high-street retail units for life sciences or education, with our Urban Labs concept transforming them into flexible co-working science hubs or learning spaces that help revitalise town centres. We also contributed to the IADP publication Organised Innovation Spaces, demonstrating how offices, retail units and business parks can be adapted to meet rising demand for life science and laboratory space, with retrofit offering a lower-carbon, faster-to-market alternative that supports thriving innovation ecosystems.

AT A GLANCE

26
research papers
published

20th
edition of
intelligent
Architecture
iA
published

£10,000
research
FUNDING

iA PODCAST
launched in 2025
with first
EPISODES 3

23

cross-practice
design REVIEWS



RIBA SCOTT BROWNRIGG AWARD FOR SUSTAINABLE DEVELOPMENT

Launched in 2022, the RIBA Scott Brownrigg Award for Sustainable Development supports research tackling environmental and ethical challenges aligned with the UN Sustainable Development Goals. Through funding and expert mentorship, we help innovators turn ideas into practical solutions for a better future.

Past winners include strategies for sustainable rural housing in Rwanda (2022) and low-carbon construction using locally sourced stone (2024). The next award will be open for applicants in the summer.

www.riba.org/learn/bursaries-and-scholarships/riba-scott-brownrigg-award-for-sustainable-development/

“The RIBA Scott Brownrigg Award for Sustainable Development has been instrumental in enabling this research to move beyond theory into meaningful engagement with industry.

Giulliana Giorgi

Architect & part of the RIBA Scott Brownrigg Award for Sustainable Development 2024 award-winning team



Unlocking Indigenous Stone Construction in the UK

2024 AWARD RESEARCH

The 2024 RIBA Scott Brownrigg Award research, “Unlocking Indigenous Stone Construction in the UK”, shows that locally sourced stone is an underused low-carbon structural material, with greatest impact when considered early in design. The study finds that systemic issues, such as fragmented supply chains, limited data and late procurement, are the main barriers to its wider use.

To support early decisions, the team created an online platform with a Sustainable Resourcing Guide, quarry map, documentary and carbon calculator, calling for stronger standards and collaboration to re-establish stone as a contemporary structural option.

ukstones.co.uk

OUR COMMUNITY
ENRICHING LIVES THROUGH DESIGN

5.0



Through design services, volunteering, and fundraising, we build long-term partnerships with clients, collaborators and charities to create meaningful community impact. We are official supporters of the RIBA, Blueprint for All, and Article 25, organisations advancing inclusion and improving access to education, healthcare, and the built environment. Together, these partnerships reinforce our purpose to enrich lives through design.



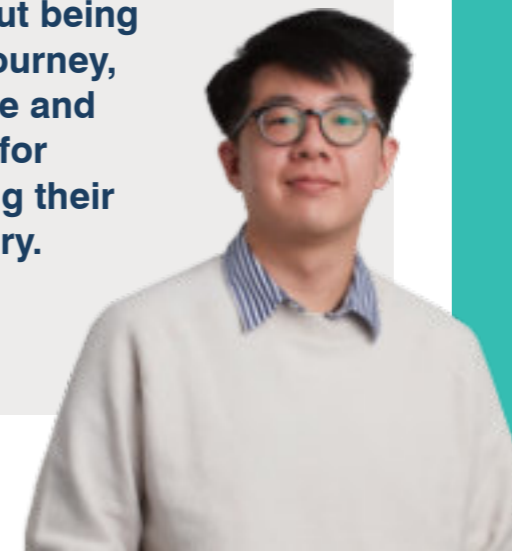
Elizabeth Akamo, 2025 AJ100 Award winner

FUTURE TALENT PROGRAMME

We're building the next generation of designers by making architecture accessible and inclusive. Our Future Talent Programme and outreach initiatives open doors through apprenticeships, sponsorships, internships, work experience, and digital bootcamps. We partner with RIBA Schools Programme, Blueprint for All, and Speakers for Schools to inspire future talent, while supporting our people with professional qualifications and career development. In 2025, Level 7 Apprentice and Architectural Assistant Elizabeth Akamo won the AJ100 New Talent (Part 2) Award.

“Our Future Talent Programme is not just about providing a placement. It is about being part of a student's journey, providing knowledge and experience tailored for individuals, nurturing their growth in the industry.”

Angus Lau, Architect & Future Talent Programme Lead



AT A GLANCE

62
work
experience
PLACEMENTS

6 APPRENTICES 8 INTERNSHIPS

PARTNERSHIPS
with charities
Article 25
RIBA
Blueprint for All 450 HOURS
volunteered



DIGITAL BOOTCAMP

Our annual Digital Bootcamp provides undergraduate students of architecture, between years 2–3, the opportunity to develop a deeper understanding of the digital design journey and how to apply digital skills in practice. Delivered in collaboration with specialist digital partners, the two-week summer programme covers all aspects of digital architecture – from early concept parametric modelling to project delivery using sustainability, BIM and information management tools.

“**The Digital Bootcamp is about sparking curiosity. It shows students how digital design shapes architecture and, through hands-on work with partners, helps them actively apply and challenge ideas.**

Ana Matic, Director of Digital Development



“**I was introduced to and experimented with tools like Forma, Rhino, Revit, Grasshopper, and Twinmotion...I gained valuable insight into architectural practice and workflow, which made the experience even more enriching and inspiring.**

Jaskaran Singh, student at Welsh School of Architecture



2025 Digital Bootcamp participants

PRO BONO DESIGN

We have a long-term partnership with FareShare, the food redistribution charity, uplifting their 'people' spaces nationwide, from employability suites for young people to upgraded welcome areas for volunteers and partners. We've delivered concept designs for five sites so far, with Glasgow and Middlesborough next, and are now supporting multiple warehouses through the Coronation Food Hub Project, inspired by His Majesty King Charles III to tackle food waste and educate future generations.

COMMUNITY INVOLVEMENT PROGRAMME

Our Community Involvement Programme gives every employee a paid day to support charitable projects - from pro bono design and mentoring to biodiversity initiatives like school gardens and tree planting. In 2025, our teams volunteered over 450 hours on projects including Rosamund Community Garden in Guildford, Bute Park in Cardiff, and Stockbridge Primary School in Edinburgh, while maintaining long-term charity partnerships.



St John's Soup Kitchen, London



Rosamund Community Garden, Guildford



The Yard, Edinburgh

FUTURE

LOOKING AHEAD

We remain optimistic and ambitious. Our overarching goals are to deepen our ownership culture and expand global design impact. Through creative innovation, inclusivity, and sustainability we will continue to enrich lives and shape a better world – inspiring, imagining, pushing boundaries, embracing new ways of working, and measuring progress against clear, ambitious targets.



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