

# PASCALL+WATSON

ARCHITECTS

## SUSTAINABILITY POLICY

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Confidentiality Label	Confidentiality LEVEL
Restricted	High
Project Confidential	High
Company Confidential	Medium
Public	Low

# SUSTAINABILITY POLICY

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# SUSTAINABILITY POLICY

## 1. Company and Sustainability Overview

Pascall+Watson is an international architectural design company with offices in the UK, Ireland, and the Middle East. It is an organisation with a diverse portfolio of architectural projects and opportunities across an array of sector types, design stages, client bodies, consultants and contractor types. Pascall+Watson has cultivated long standing relationships and frameworks across all its sectors.

Pascall+Watson offer a range of services including Architectural Design, Project Delivery, Design Management, Master planning, Interior Design, Wayfinding, and BIM Technology. Sustainability is a key consideration across all of service offers. The company has built a reputation for great design service and collaborative team working.

The company holds ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), ISO 45001:2018 (Occupational Health and Safety), ISO19650-2:2018 (BIM Management) and PAS2060 (Carbon Neutrality) certifications. The company operates a Sustainability Management System which complies with the requirements of ISO 14001:2015, incorporating ISO 14068:2023, for the following scope: Architectural Practice.

Pascall+Watson is ARB Registered, and an RIBA Chartered Practice.

The management of the company's Sustainability and Environmental agenda is a priority and regarded as a key driver for continued successful running of the company and the delivery of projects. Pascall+Watson is committed to continuous and active improvements, and the effective implementation of its management system processes, procedures and controls.

Pascall+Watson's environmental management systems stem from a strategic framework encompassing core business activities. The implementation, effectiveness and improvement of our approach to Environmental Management is continually monitored, reviewed, and reported.

Pascall+Watson's Sustainability Policy has strategy and risk management processes that are interconnected through core components that have established scope and criteria. Scope and criteria form the foundation of the company's framework designed to identify, monitor, and report progress and evidence improvement at organisational and project levels.

Pascall + Watson have been assessed by SBTi (Science Based Targets Initiative). They have verified our net-zero science-based target by 2040 and approved our near and long-term science-based emissions reduction targets

Operational carbon calculations and process have been externally validated, to give us impartial assessment and guidance as a company, as well as credibility in our reporting. Where carbon offsetting is necessary, we only offset with Gold Standard and VCS verified offsetting providers.

The company's Sustainability Policy, activity and progress is reported to and monitored by the Board at regular intervals.

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## 2. Business Components

The core components of Pascall+Watson form the foundation upon which the business strategy is developed. They provide a commonality through our business operations, continually providing a direct reference between strategy and delivery services. The components are:

- Finance & Legal (Finance, Legal Compliance, Company Secretary Duties)
- Strategy Development & Risk (Strategy & Development, Exposure & Risk)
- Projects & Marketing (Design, Project Contracts, Marketing & Work Winning, Health & Safety [Design], Sustainability)
- People & Premises (People & Culture, Premises, Operational Health & Safety, Quality)
- Digital (IT & Design Technology [BIM])

These core components, which contain specific elements, are used as the primary drivers from where the risk management process evolves.

## 3. Company Priorities

The Company focuses on the following priorities, under which, objectives and areas of improvement, are organised:

- Prioritising Design and Sustainability
- Securing New Opportunities
- Evolving People and Workplaces
- Progressing the Company

Pascall+Watson are committed to enhancing business Sustainability through the effective application of our management systems, and with it a socially responsible attitude to the service of all our products and services, throughout relevant locations and business operations.

## 4. Sustainability Core Objectives

Pascall Watson's Sustainability objectives focus on the following four aspects:

- **Company** - Pascall+Watson are committed to operate as a certified Carbon Neutral company and progressively reducing our emissions year on year, with an aim to be fully Net Zero without the need for offsetting by 2040.
- **Partners** - Pascall+Watson look to collaborate with clients, contractors and consultants that share our sustainability values. We seek to work with partners that are similarly committed to delivering net-zero projects, services and goals.
- **People** - Pascall+Watson will nurture an inclusive working environment of innovation and collective learning with well-being at its heart
- **Transparency** - Pascall+Watson will be accountable for how we operate and what we design, recording and sharing our learning and progress for the benefit of continual improvement.

Company Project work aims to develop solutions based on the following four criteria:

- **Design** - Ensuring environmental responsibility and sustainability is at the core of our design processes. We strive to deliver design with NetZero solutions.

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- **Construction** - Champion modern methods of construction that utilise circular economy methodologies, support resource and energy efficiency, promote ecology, whilst mitigating waste, reducing embodied carbon, and adopting water management processes.
- **Social** - Create spaces that are socially responsive, providing healthier more engaging environments that improve the lives of both end users and local communities.
- **Innovation** - Pascall+Watson aim to pioneer innovative sustainability approaches and design methodologies for the benefit of all project outcomes.

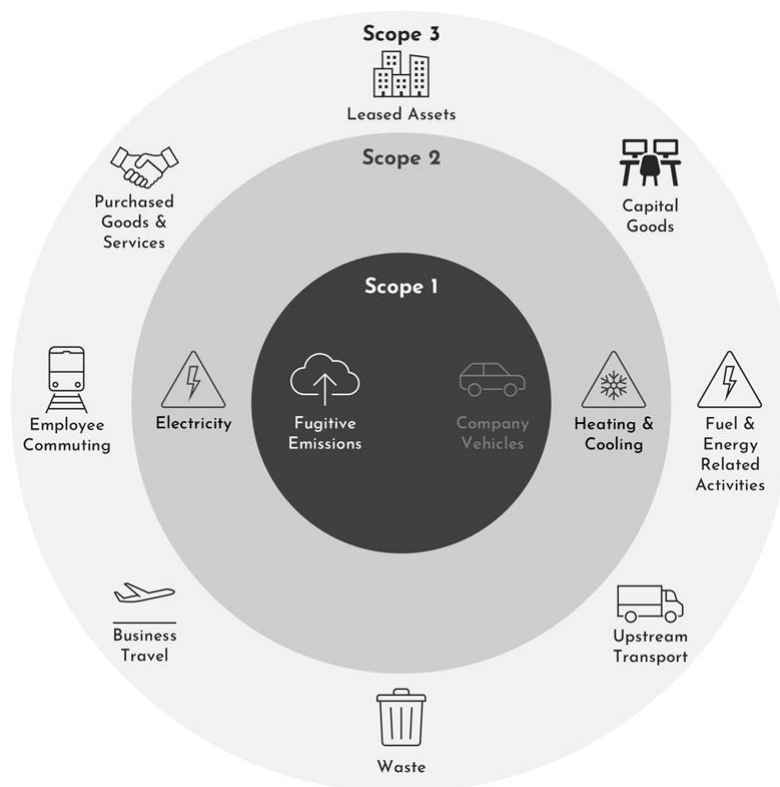
## 5. Target Setting Monitoring & Recording

Pascall+Watson has set a business target to reduce emissions by 46% by 2030 against a 2019 baseline year, equating to a 4% reduction annually. Pascall+Watson measure and report across all three greenhouse gas protocol scopes and all applicable categories within those scopes in line with the WBCSD/ WRI Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard.

The GHG Protocol Corporate Standard classifies a company's GHG emissions into three scopes:

- **Scope 1** - These emissions refer to the direct emissions produced from sources that are owned or controlled by an organisation.
- **Scope 2** - These emissions are indirect emissions from the generation of purchased energy.
- **Scope 3** - These emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

This is supported by the below diagram that outlines different examples for each of the three GHG emission scopes:



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Pascall+Watson's emissions data is collected internally every quarter and is published on an internal dashboard accessible by all staff, allowing unsatisfactorily performing areas to be targeted for improvement.

These targets align with legally binding targets set by HM UK Government. Additionally, our carbon reduction targets and methodology have been validated by SBTi and published on their website. The company's annual emissions data is reported and certified in line with ISO 14068:2023 carbon-neutrality standards. Furthermore, we publish an annual Carbon Reduction Plan in accordance with the UK Government's Procurement Policy Note 06/21.

## 6. Design: Environmental Standards & Quality Control

Through our design work, we are committed to the following:

- Continually strive to improve our environmental management of the projects with which we are engaged.
- To preventing pollution and reducing our impact on the environment and climate change through effective management and control of our business activities.
- To include and work to all statutory legislation and design guides with respect to environmental considerations.
- Within our quality procedures, to operate good practice in respect of the use of resources and the avoidance of pollutants and waste.
- To maintain Continued Professional Development within the practice, to ensure awareness of changing environmental attitudes and legislation.
- To ensure that environmental considerations are part of the responsibilities of individual designers employed by the company.
- Carbon reporting for individual projects will be based on a whole life carbon assessment covering modules A-C of the Royal Institution of Chartered Surveyors' Whole Life Carbon Assessment for the Built Environment, using externally verified carbon intensity data.

As a company we support the United Nations Sustainable Development Goals (SDGs), which are a universal call to action to end poverty, protect the planet and ensure all people enjoy peace and prosperity.

Pascall+Watson has influence over 11 relevant UN SDGs, from which we have distilled our six pillars of sustainable design to deliver holistic sustainable projects, and support the core goals that RIBA has identified as best matching the construction industry.

Completed projects are assessed against pre-determined targets, forming a library of benchmark projects across our engaged sectors at all stages. This benefits upcoming and ongoing projects, enabling them to learn and develop from the completed projects. Project reporting is carried out in accordance with RICS' Lifecycle Costing requirements.

Pascall+Watson are signatories of the RIBA Climate Challenge initiative and are projected to achieve the specified emission reductions before the interim measure deadline of the end of 2025, and target date of 2030.

## 7. Research, Innovation & Training

Pascall+Watson focuses on delivering innovation and industry-leading architectural services associated with the company's sectors.

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This is implemented by ensuring a high level of knowledge and the correct tools are accessible to all staff through education and training practices.

Pascall+Watson places emphasis on recruiting and continually nurturing staff with a working knowledge of sustainability and constantly exploring ways it can be applied to the relevant sectors, thereby accelerating our journey in delivering sustainable and Net Zero carbon projects.

## 8. Leadership

All Pascall+Watson staff have Environmental Management System responsibilities, be it high level ownership of policy, or operating in accordance with project specific procedures; they play a critical role in ensuring our success in delivering excellence. The following is a brief description of responsibility types.

- **Pascall+Watson Directors** - Commitment to recognised management systems and its investment in qualified, experienced staff, management systems and project and design delivery tools.
- **Project & Technical Directors** - Ensure an individual project's environmental requirements are understood, communicated and satisfied within the framework requirements.
- **Associates and Project Leaders** - Implement the processes to ensure project delivery meets the requirements set out in the Project Quality Plan and Sustainability criteria, and that the quality of the product is achieved.
- **Project Teams** - The architects, architectural assistants, designers, technicians and technologists who make up the architectural design team, all have a part to play.
- **Quality Coordinators** - Responsible for the continued registration of our management systems, and for supporting all project teams in defining and managing appropriate policies.
- **Support and Operational Teams** - Ensure the project teams are supported in project delivery. This covers internal disciplines such as BIM management, document control, administrative support, IT management, human resources and accounts.

The company's approach to Sustainability and environmental management ensures responsibilities and levels of authority for key design staff are clearly defined, understood and communicates.

## 9. Change Management

Pascall+Watson as a business are committed to ensuring to be able to adapt and respond to changes, whether internal or external. This is done through identifying and managing changes that could impact the environmental management system by evaluating the need for change, understanding the potential impacts of the specific change and implementing changes in a controlled manner.

This process closely follows the Risk Management Process to ensure that the risks are all identified prior to change occurring.

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## 10. Director Endorsement

The contents of this document have been reviewed and approved by the Directors:



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The signature is accompanied by a circular stamp containing the following text: "Pascall + Watson Limited | Abu Dhabi", "پاسکال و واتسون لیمیٹڈ | ابوظہبی", "Registration No. 1103042370 | Tax No. 93824", and "Abu Dhabi".

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