

Leaving positive and lasting legacies

Our sustainability strategy for future proofing
client services and project delivery

PICK
EVERARD



Leaving positive
and lasting legacies



**This strategy is
Pick Everard's approach
to leaving positive and
lasting legacies for
our clients.**

Leaving positive and lasting legacies

Join us on our journey

In this strategy, we invite all our clients, their delivery partners, our value chains and the communities and businesses we influence, to help us leave positive and lasting legacies.

We want to understand your challenges, aspirations and future purpose, so that we can deliver design and management services that will stand the test of time and offer balanced and resilient outcomes. In doing this, we will achieve whole life value.

And where we can't take practical action today, we will work with you to establish clear and viable pathways to client goals, ensuring they can be achieved in a future world, with minimal cost and resource impacts.

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What is a positive and lasting legacy for our clients?

A legacy is a long lasting (positive) impact from a particular action, event or decision.

As built environment and infrastructure consultants, our legacy is far reaching for our teams, clients, communities and planet. The legacies we leave should have a definable value over the short, medium and long term. We must be able to accurately and comprehensively measure benefits across social, environmental and economic parameters.

Our actions must be based on a compelling vision, underpinned by analysis of the needs and preferences of those we influence. Actions should be reviewed, challenged and documented at agreed periods across the lifetime of any project we deliver. Our actions must also align with internationally recognised standards such as the UN SDGs.

By exploring each area of this strategy, and agreeing our legacy as a team, we will not only achieve more for our clients but will inspire others to adopt the same approach.

Our sustainability vision and mission

Our sustainability vision and mission foster a collective culture, and a passion and ethos that motivates and drives us to do the right thing.

This means we inspire our staff to deliver better outcomes for our clients, and encourage them to be accountable for the environment and communities in which we deliver and manage projects.

Our strategy provides a framework for action

The following steps describe the way we deliver low impact, future proofed and whole life value outcomes for our clients.



Bringing together expertise within and outside our organisation, to agree by consensus and in an expedient manner the ‘what, how, when and - importantly - why’ of what we need to deliver (both now and in the future).



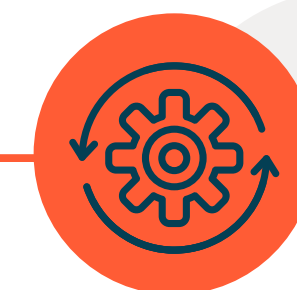
Asking the right questions, at the right time, and establishing practical and measurable action as a result.



Considering solutions that will stand the test of time: whether in the context of rapidly shifting political environments, frequently more intense and unpredictable weather patterns, advances in digital, technological and material-based solutions, changing customer needs and societal demographics, or the availability (more accurately, increasing scarcity) of different resources.



Fostering a just transition and maximising social value for the communities in which we deliver and manage projects, and for the organisations in our value chains – both up and downstream of our activities. In this, we will ensure we respond to the commitments of this strategy and our Social Value Framework (Our Legacy Commitment), which have been designed to complement each other.



Considering the full lifecycle of the buildings and assets we plan, manage and design, embedding flexibility, adaptability and resilience into the outcomes. As we do this, we will also provide our clients with clear and robust information on lifetime costs and value, including return on investment.

Our commitments



Deliver better together

Pick Everard recognises that there is rarely one single individual or team that can deliver truly sustainable and balanced outcomes.

To this end, Pick Everard is committed to delivering better together. This applies as much to our in-house specialists, as it does to our partners and value chain.

Our commitments

Alliancing and partnerships

We bring our professional industry leading design and management teams and services to our clients. We forge an unparalleled range of alliances and partnerships with specialists in industry, to ensure our clients receive 'the best of all worlds' when creating environments in which to leave positive and lasting legacies.

Gathering knowledge

We work by consensus, scan horizons, and actively engage with and listen to our stakeholders. We are driven to ensure we deliver lasting programmes of work that are tailored specifically to the communities in which we design and manage schemes.

Transparency and authenticity

We foster an open and honest culture, that prides itself on professionalism, compassion and focussed energy.

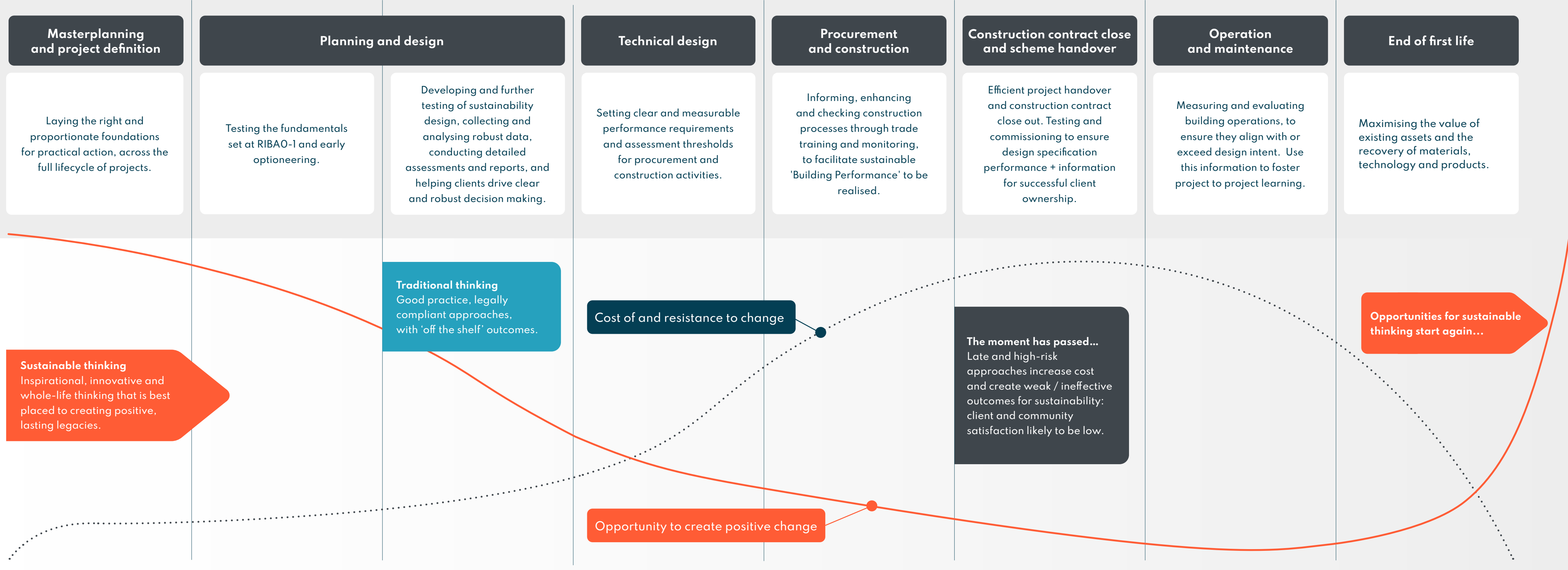
Celebrating together

We share and celebrate successes with our clients and their stakeholders, to the benefit of their reputation in the market.

Leaving positive and lasting legacies

A shift to the left

Across the built environment, Pick Everard drives enhanced design, project and cost management quality by shifting our thinking and key movements ‘to the left’. As our projects advance, opportunities to rethink approaches and outcomes diminish, whilst the cost of and resistance to change increases. Creating a clear strategy and brief at the outset, offers a working environment in which we will achieve excellence.



Investment for whole life value

One of the fundamental principles of Pick Everard's approach to leaving positive and lasting legacies is considering the impacts and effects of our work (whether beneficial or negative) across the whole life of the buildings, infrastructure and environments we design, manage and influence.

We work with our clients to consider 'whole life value' not just 'capital cost'.

Our commitments

Repurposing and retrofitting

We maximise the use materials in their current location and condition, to reduce pressure on consumption of primary (new) resources.

Low impact solutions

We identify, specify and install low impact, low carbon technologies, products and systems that will benefit a development or scheme over its full lifetime.

Flexibility and adaptability

We design and manage building and assets to eliminate and reduce adverse impacts and associated costs during operation and maintenance. We determine how a development will change in use over its lifetime. We design and manage measures to transition to those new uses with minimal disruption and cost.

Economic security

We create clear, balanced and evidenced financial business cases for doing more now. We establish the commercial benefits of alternative and new, lower impact approaches.

Maximising value

We focus on getting maximum value from the available investment or funding.

Planning for a (un)certain future

Whilst nobody can unequivocally predict the future, Pick Everard understands there are certain ‘directions of travel’ that will increasingly influence the built environment, and the way we deliver our design and management services.

We make sure our work takes full cognisance of future scenarios and their certainties, such that our projects and developments can stand the test of time and/or are able to quickly and effectively adapt to change.

Our commitments

Being climate ready

We identify the long-term weather and other environmental trends in the specific geographical region where we will be working. We establish active and passive measures to achieve resilience and adaptability.

Understanding future technologies

We understand how technological, digital and artificial intelligence solutions are likely to advance in the coming years, and how we'll be able to economically accommodate these in our projects.

Easy and low impact upgrades

We design and manage outcomes to allow quick and cost-effective upgrades to new and improved equipment and systems.

Responding to resource scarcity

We examine trends in material and product stocks, supplies and production to establish how these could affect our designs and client costs over the lifetime of planned assets.

Safeguarding communities

We work to understand the demographics and social conditions of the local communities and/or regions we're working in. We look at how others' lives may change or advance in this context, and how our projects and their delivery should respond.

Preparing for new policy and legislation

We work to understand changes to policy, regulation and directive, to ensure the direct and indirect impacts of any 'transitional risks' are planned for and taken into account in our work.

Innovation

Innovation comes in many shapes and forms. At its simplest level, it could simply be making an idea or approach better or lower impact than it was previously. In its most advance form, it could be a ‘something’ that is completely novel to the built environment.

Pick Everard works with its clients to pilot innovation, test success, and rapidly upscale; in this, we seek materially positive effects on our whole industry. We drive changes locally and use them as springboards to achieving benefits regionally and nationally.

Our commitments

Research and development

We invest in and form R&D alliances to further our ability to deliver truly sustainable project outcomes, and rapidly upscale our influence.

Exploring new options

We search for opportunities to constructively challenge the accepted norm to deliver more efficient, lower impact and better value practice.

A clear basis for change

We bring together expertise across our various disciplines to create a robust and well thought out business case for change.

Measuring outcomes

We understand the metrics (qualifications or quantifications) that we can use to help our clients measure and report performance. Measuring and reporting capital, operational and other costs, and return on investment, are key to our success.

Leading conversations

We prepare industry thought leadership and guidance, to inspire others to achieve best practice.

Imparting knowledge

We celebrate and share our successes in innovation with industry.

A just transition

In the context of the UN SDGs, a just transition refers to a planned and equitable move to a lower impact and more resilient future, that is fair and inclusive for all stakeholders.

Transitions could represent a shift from fossil fuels to renewable energy sources. Equally, they could be a move away from the use of plastics or critical raw materials in the use of technologies or the built environment.

Where we help foster these transitions, have we considered the impacts on individuals, communities and value chains – both up and downstream of our works? Could the move to all electric disadvantage certain parts of our communities? Could a shift away from physical services to digital, exclude those without access to the right technologies?

Our commitments

Social value as a standard

We capture our clients' social value commitments and engage with the future users of a facility or site: we use a broad range of stakeholders' needs and expectations to ensure our work is successful.

Knowing our neighbours

We work to understand the communities and businesses that we will influence through our work.

Leaving no one behind

We ensure that we do not inadvertently disadvantage parts of society or those with particular or protected characteristics. We seek to engage with communities and end users to ensure our projects are 'fit for all'.

Supporting our value chains

We work collaboratively with organisations in our value chain, always seeking to understand the impacts of our decisions on the wider market.

Leaving positive and lasting legacies

A net zero future

In our work, we recognise the significant impacts of energy used to extract, transport, process, manufacture, install and operate/maintain materials, products and technology.

We also appreciate the imperative for low carbon and/or renewable energy sources to power energy efficient plant, equipment and systems across a development's lifecycle.

To this end, Pick Everard has a significant responsibility to help its clients achieve a net zero future: a future where our buildings and assets do not add to the volume of greenhouse gas emissions already in the atmosphere. As part of this approach, we help our clients offset any residual emissions required to achieve net zero, through vegetative planting, carbon capture, or other validated carbon sequestration practices.

Our commitments

Net zero as the new norm

As a default, we will work with our clients to define and set challenging but realistic net zero targets for their developments, in line with the UK's 2050 commitment, the RIBA 2030 Climate Challenge, and international best practice.

Assessing lifetime carbon

We ensure that our approach to net zero comprises embodied, operational and 'end of first life' carbon, to give us the greatest breadth of opportunity to reduce lifecycle emissions.

Whole life value over capital cost

We use low carbon, biodiverse and circular approaches to minimise both capital and whole life costs, ensuring that our clients understand the short, medium and long-term implications of their business decisions.

Establishing opportunities for green funding

We provide advice to our clients on low carbon funding mechanisms and timings.

Laying pathways to success

Where a net zero future cannot be clearly achieved in the short to medium term, we deliver passive approaches, and propose flexible and adaptable solutions' that will be able to quickly and effectively accommodate future low carbon upgrades.

Climate resilience and adaptability

Climate resilience and adaptability is the extent to which assets and technologies are able to defend against, or respond to, changes in long term weather trends.

This is increasingly important as climatic events become more intense and regular, but also (in some cases) less predictable. Where buildings and infrastructure are insufficiently robust or fail to adapt, we expose clients and communities to economic, health and environmental risks.

Our work responds to local trends in, and increasing extremes and intensities of: temperature, flooding, groundwater saturation, fog, freeze-thaw impacts, subsidence risk, lightning strike, snow and wind gusts. Where we understand and can effectively respond to the climatic trends in the regions where we deliver our services, we stand a much better chance of our designs and projects standing leaving positive and lasting legacies.

But it is not just physical risks that we plan for. We understand that transitional changes will increasingly affect client operations and assets, and the human enjoyment gained from them: changes in policy, regulation, market conditions, new technology and social needs can all affect the decisions we make today.

Our commitments

Climate readiness

We will work to understand the current and future climatic conditions of the regions in which we work.

Understanding asset vulnerability

We work to understand the vulnerability of existing and future assets to our changing climate, and the costs and disruption that could result from damage, failure or loss.

Adaption at the heart of our work

We reflect our knowledge of the future in our designs, management practices and financial cases, so that the buildings and infrastructure we deliver are either resilient or can be adapted for resilience.

The circular economy

Pick Everard is helping industry move away from the traditional ‘take-make-use-dispose’ model by identifying opportunities to keep resources in high value applications across numerous lifetimes.

We do this by ‘closing the loop’ on materials, by selecting regenerative resources, and by eliminating waste from every stage of a project and product lifecycle. Our approach ensures resources can be used again and again – both in the same or a different form.

Our commitments

Retain and reimagine

First, we must identify what can be safely retained, reused and repurposed on an inherited site – how can we make best use of existing resources? Therein, our priorities are to recycle and retain, or redistribute.

Using low impact and regenerative resources

We design with low impact and regenerative materials, and products that can easily be installed, operated, maintained, upgraded, replaced across their lifetime. We balance this approach with considerations of durability and whole life value.

Recovery for reuse

We drive maximum value into our clients’ projects by ensuring that products and technology can easily be maintained and repaired. We deliver assets that help our clients can cost effectively recover and reuse assets at their end of first life.

Knowing our partners and neighbours

We help our clients visualise opportunities for sharing energy, water and material resources across their value chains, partners and neighbours. We help achieve ‘industrial symbioses’.

Safer and quicker construction

We specify and utilise modern methods of construction, offsite manufacture and pre-fabrication to minimise waste on site, and encourage approaches that make it easier and safer to disassemble, deconstruct and demount assets at end of first life.

The human centric approach

Pick Everard adopts a human centric approach to all its work. Our design and management practices respond to the health, wellbeing, neurodiversity needs of the individuals and communities that use and interact with our schemes: user experience remains a defining factor in our work.

**We pursue salutogenic outcomes at all stages of our work.
We deliver for an inclusive, equitable and diverse world.**

Our commitments

Listening consciously

We listen and learn to understand the needs and aspirations of our clients and end users, to help to establish appropriate health and wellbeing metrics for performance.

Creating social environments

We create both permanent and temporary amenity which respond to the evolving demographic, societal, historical and cultural needs of the communities in which we work.

Places for all

Our projects foster openness, inclusivity and accessibility to all.

Respecting everyone's journey

We look for opportunities to celebrate the tangible and intangible elements of local heritage and archaeology.

Making healthy choices easier

We create engaging and appealing environments through which we can promote active and healthy lifestyles.

Inspiring future practitioners

We seek to educate and inspire through our work, and to motivate a new generation of built environment professionals: we offer pro-bono, STEM, CPD and other social value activities during our design and management work.

Enhancing and providing access to nature

We recognise that any human centric approach cannot be successfully achieved without a deep-seated understanding of and response to the value of natural capital.

Our role is therefore to preserve, enhance and provide access to green and blue spaces, and – in this – to design for all life. Where we degrade or remove the natural functions and services the environment provides, we expose ourselves to a range of risks: from ecological and biodiversity value loss, to resource and food scarcity, to flooding, to impacts on human health and wellbeing.

We appreciate how access to the natural environment offers a wealth of health benefits, including reduced stress and lower blood pressure, heightened mental wellbeing, and improved immune function. Pick Everard will continue to advance its biodiversity investment strategies for the practice, to increase our direct capabilities in this critical area.

Our commitments

Integrating nature

We work with communities and stakeholders to understand their ‘needs and wants’ for green and blue infrastructure, to gain buy in for our schemes, and to increase local ownership.

Respecting all life

We engage industry specialists to help us preserve existing and enhance green and blue infrastructure, and to minimise impacts on land resources and geodiversity.

Urban ecosystem thinking

We consider buildings within the context of their wider urban ecosystem, ensuring that we create accessibility to and connectivity between green and blue spaces, and help establish wildlife corridors as part of land use.

Clean water and air

We create internal and external environments in which air and water quality benefits the users of an asset, and the communities and ecosystems that surround it.

A price for the environment

We will continue to work to a position where we quantify the monetary, social and biodiversity value of the green and blue spaces we create and enhance.

Measuring and celebrating (y)our success

Our success is our clients' success. It is our communities' success. It is the environment's success. Where we take no action or fail to take the right action, we miss opportunities for leaving a positive and lasting legacy.

Our goal is to meet and exceed our clients' and stakeholders' expectations, taking them on a journey to a more secure and prosperous future.

A clear brief, strategy and delivery plan lays the foundations for practical action. Agreeing and setting appropriate targets and metrics, and assigning accountability, are the fundamental starting points for helping us celebrate value together.

Pick Everard places as much value on quantitative, as qualitative, reporting. We understand that numerical data allow us to precisely measure performance, whilst qualitative accounts allow us to share compelling stories and narrative. Both have their place in our industry.

Our commitments

We work with our clients and stakeholders to agree a clear brief and strategy for positive and lasting legacies on our projects.

We use these briefs to establish and agree the sustainability standards and metrics that will be used across social, environmental and economic spheres.

Where we can add value to the way in which our clients currently measure environmental, social and economic performance, we will offer that as part of being a trusted advisor. Helping our clients understand the interplay between capital outlay, and whole life value, remains key here

Where sustainability accreditation is - or could be - targeted, we advise on the practicalities, opportunities, risks and lifetime benefits. Where we have the opportunity to take a client scheme to 'the next level', we will articulate this through roadmaps and clear action.

Across the lifecycle of our projects, we use industry accreditations and standards such as the UN SDGs, SBTi, PassivHaus (EnerPHit), BREEAM, WELL, DREAM, Government Soft Landings and others to identify opportunities to standardise and improve lifetime performance, without increasing whole life cost.

We make sure that we help our clients celebrate their successes, to inspire and encourage others in industry; this includes the new wave of talent required in engineering and the built environment.

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