



Environmental, Social and Governance (ESG) Report 2024

CONTENTS

3	Welcome
4	About us
6	Achievements
7	Innovation
10	Excellence
12	Collaboration
15	Care
17	Sustainability

WELCOME



We are proud of our intensive work with schools, colleges and universities, mentoring young talent from all backgrounds interested in engineering.



ADEPT CIVIL AND STRUCTURAL CONSULTING ENGINEERS

Making a difference is very important to us.

As we reach 18 years in business, Engineering Better Together remains our core objective.

Reaching 70+ staff by the close of 2024, we have helped deliver around 4,000 projects since 2007, with a construction value touching £3.5 billion.

All four offices have expanded, and we introduced a new regional director to our relocated Sheffield base. As the alumni city for four of us, we are delighted to be playing a part in Sheffield's rejuvenation. We are strengthening our connections with Sheffield City Council, the Ministry of Justice, and the University of Sheffield, and winning new work. We have welcomed engineering degree students on work experience and attended industry careers events in the region.

We value our team's commitment to us and their personal job satisfaction, so we invest heavily in supporting, nurturing and developing our staff. In response to feedback, we have reviewed and adapted our staff benefits to align with the needs of our expanding teams.

We are proud of our intensive work with schools, colleges and universities, mentoring young talent from all backgrounds interested in engineering. Under last year's programme, we led a series of inspiring sessions with a school

group, illustrating the different technical and vocational routes into an engineering career. It went so well that we invited them to our Leeds HQ to meet our engineers. We are looking forward to redelivering the programme with a new group in 2025.

It was wonderful to see our graduates and former apprentices reach significant milestones as they achieved Incorporated and Chartered status with ICE. We are currently recruiting record levels of talented employees, and we continue to promote

our well-established apprenticeship programme.

We are responding to increasing client demand for the use of sustainable materials like recycled steel and timber, and a heightened drive to incorporate energy-efficient design principles and meet carbon reduction targets by remodelling and refurbishing existing structures. We also offset 110% of our own operational carbon footprint.

Erol Erturan, Managing Director



ABOUT US

20%
year-on-year
growth

- ✓ Innovation
- ✓ Excellence
- ✓ Collaboration
- ✓ Care
- ✓ Sustainability



Putting care, integrity and accountability at the heart of service delivery



70+

staff in
Leeds
London
Manchester
Birmingham
Hull
Sheffield



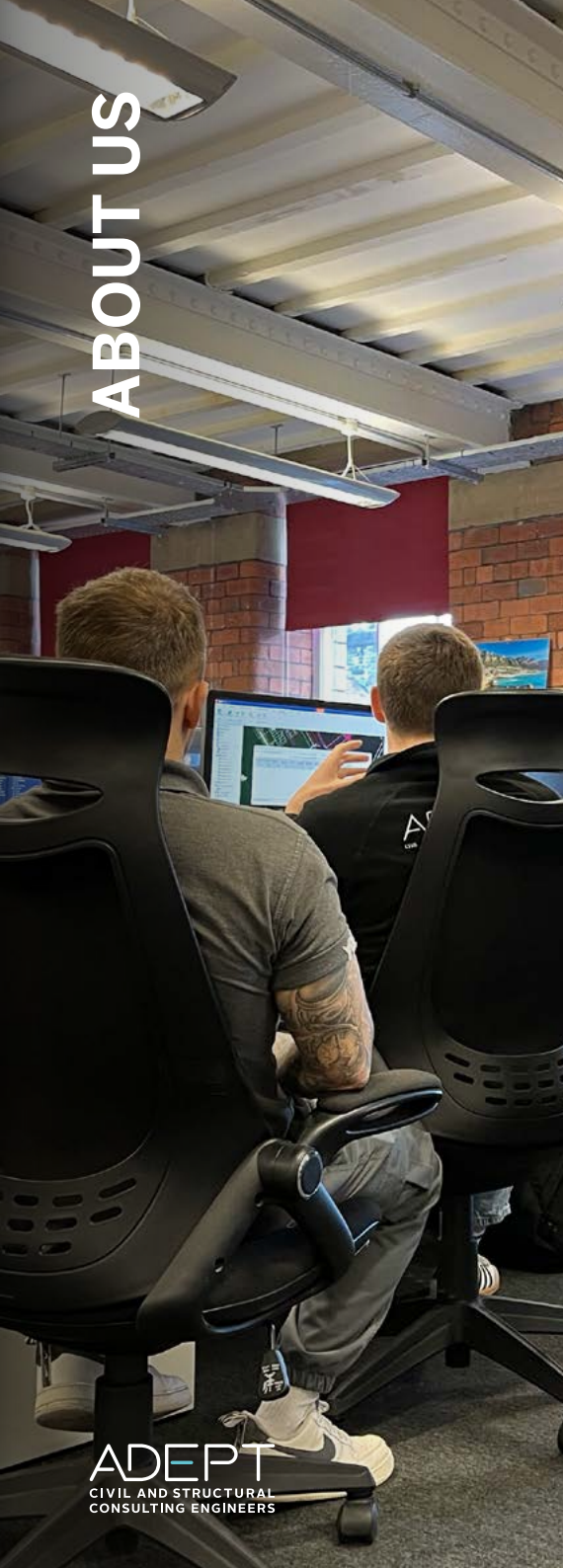
CLIMATE
POSITIVE
BUSINESS



ENGINEERING
ETHICS
BETTER TOGETHER

The founding
directors continue
to drive our business
forward.





What social value means to us



As we move further into 2025, we are working on redevelopment projects that strengthen town centre communities and help to futureproof neighbourhoods. The success of these schemes relies on investment by all parties to meet evolving legislation, policy, and stronger expectations for genuine social impact. Innovative engineering solutions are crucial to the successful redevelopment of landmark structures and historic urban fabric in a way that delivers sustained community value.

We provide a variety of learning opportunities to young people, as even the shortest placement can spark enthusiasm and give direction. Apprenticeships make a valuable contribution¹ to the social value generated by the construction industry and help address skills shortages. Having nurtured apprentices every year since 2007, we see firsthand the tangible benefits an apprenticeship can bring, helping both the budding engineer and the business excel.

Collaboration improves project outcomes and reduces risks, whether we are connecting with communities, the design team, or wider stakeholders. We work closely with forward-thinking clients to positively influence the design strategy and add value. We partner with innovative external partners to help us develop our best practice approach to training and development.

We have been reviewing the impacts of our own corporate governance and how we care for our expanding team. Taking account of feedback, we are building on existing staff initiatives by adding new benefits and support mechanisms for employee satisfaction and wellbeing.

As the planet warms, our design work must mitigate the impacts of more regular extreme weather events. Our work helps to build resilience into construction projects and protect the end users. True sustainability is achieved by considering the whole life of a development. We advocate repurposing existing structures and materials and considering the potential for new construction to be dismantled for later re-use.

Our key priorities

Sustainable growth and opportunities

We want to see more young people provided with clear pathways into work. We will continue to strengthen our partnerships with education providers to invest in a future pipeline of engineering talent.

Future-proofing With the Procurement Act coming into effect in February 2025, the enforcement of accountability in social value will become even stricter, as its weightings in the procurement process increase. We welcome the continued focus on providing local employment, upskilling, and community engagement. These priorities are already embedded in our value system.

Community value The government plans to build 1.5 million homes in the next five years, so we will be helping our clients deliver affordable, energy-efficient housing developments that have a positive impact on communities. We will support the industry in other important areas, such as the provision of community-based health and wellbeing services, and the wider application of green energies.

OUR VALUES

- ✓ Innovation
- ✓ Sustainable
- ✓ Excellence
- ✓ Collaboration
- ✓ Caring

¹ SCAPE's Social Value in Construction Benchmarking Report 2024

ACHIEVEMENTS

2023–2024

15

work
experience
students
supported

16

charities
supported

152

hours of
voluntary
work

£8,850+

donations and
sponsorship

4

newly
qualified
engineers

35

weeks'
work
experience
provided

7

apprentices
supported

130

tonnes of
operational
carbon offset

4

apprentices
qualified

2

year-in-industry
placements
provided

We are working on important mixed-use redevelopment projects that breathe new life into urban communities.

The continuing success of The Glass Works regeneration scheme in Barnsley reinforces contemporary thinking that town centres cannot rely solely on retail to survive. Leisure, recreation, and learning opportunities provide added incentives for people to visit central locations at all times of the day.

We are also helping to create high quality education and leisure developments that will make positive impacts within their local communities. Our innovative projects include:

Rotherham Markets

Work on this exciting £36m project for Rotherham Metropolitan Borough Council is progressing well. Rotherham's historic markets date back to the 13th Century but had become under-utilised and poorly connected. This holistic redevelopment of the indoor and outdoor markets preserves town heritage, improves accessibility and supports local traders, as well as boosting economic opportunities, and better connecting the site to housing and Rotherham College. To celebrate Rotherham's diverse community, it creates a vibrant indoor food and dining hall, alongside new workspace for charities, social enterprises, and voluntary groups. The outdoor market gains a multi-functional space for community events, and a new library will be a destination point for culture, leisure, and learning. We conducted in-depth investigative work and analysis of the existing structures to devise an ingenious and efficient design strategy for essential

strengthening work and to add new foundations. Our solution cleverly aligned with the building's footprint and maintained structural stability.

Freshney Place, Grimsby

This £30m mixed-use regeneration is one of the largest investments in the town's history. The 7,000m² scheme is relocating the municipal market, rationalising retail space, and adding a new cinema, restaurants, and a food hall to the town's retail heart. In conjunction with improvements to the entrance gateway areas of Grimsby, and a plan to provide safer, more attractive areas in which to spend leisure time, this development is a key part of the town's strategy to attract further investment.

Mabgate Campus, Leeds

Public engagement has shaped the redevelopment of this neglected area of Leeds. The £27m mixed-use transformation will encourage further local investment, spark wider regeneration, and drive social change with its emphasis on improving community health and wellbeing. The design strategy blends new construction, partial demolition, and the re-use of a Victorian building, balancing retention of the city's industrial heritage with modern facilities. It creates teaching space for University Centre Leeds, and new ESOL provision for Leeds City College, which will enable adults and young people to access vital English skills via their innovative teaching programme.

Barnsley College Institute of Technology

A former Technical College, the 92-year-old art-deco building, is being remodelled into a world-class regional hub for innovation. Currently on site, the finished project will provide higher level technical education in a future-focused learning environment, with capacity for over 1,000 staff and students. It connects local employers and Further & Higher Education institutions to provide pathways from STEM-based T-Levels to higher technical qualifications, apprenticeships, and degrees. It also offers flexible courses for adults looking to reskill or upskill. To meet the DfE's targets to decarbonise campuses, sustainability upgrades include the addition of photovoltaics.



Recognising innovation

Constructing Excellence (Yorkshire & Humber) - SME of the Year Award - Winner 2024

This award recognises our sustained efforts to model best practice principles in business. We continue to develop our people, collaborative approach, client satisfaction, design and technical innovations, and overall productivity. As an SME, we are an essential part of the construction industry, and work hard to lead by example.

WINNER

Constructing Excellence
Yorkshire and Humber
AWARDS 2024

British Council for Offices - Refurbished & Recycled Workplace Award – Northern Winner 2024

We helped to transform an existing two-storey, concrete-framed 1950s building into the £12m UK Headquarters for global organisation Fortrea. As a Life Science Centre of Excellence, Draper's Yard features cutting-edge clinical facilities. To complement the stunning labs and offices, our calculations ensured that the large roof level could be extended structurally and repurposed as a fantastic, landscaped rooftop sanctuary – an innovative amenity and meeting space that enhances wellbeing.



Healthcare Design Awards – Shortlisted for Best Primary Care Design 2024

The design team were finalists in this category for the innovative Aspall Health & Wellbeing Centre in Wigan. The energy-efficient, accessible community hub provides patients with medical and health facilities in multi-purpose, flexible spaces. Social and voluntary sector groups connect with the wider community through a bookable room. The scheme was awarded an 'Excellent' BREEAM rating for the final build, with work on the centre's community orchard completed this year. This is encouraging residents, visitors and staff to connect with nature and adds an extra level of sustainability in carbon capture and biodiversity.

Interact Rising Star Award – Winner 2024

This award celebrates up-and-coming talent by recognising the effort, skills and aptitude of individuals starting out in the property and construction industry. We were delighted to witness our colleague and social value champion Anna James receive the Rising Star accolade this year. Anna joined us in 2021, and we have been supporting her transition from business development into structural engineering. She is now being mentored as a structural technician, excelling in the role and ably supporting both senior and junior members of her team.



Women in Property Student Award – Shortlisted 2024

Structural engineering apprentice Imogen Dawe in our London office was shortlisted for this prestigious award in recognition of her exceptional university Concept Design Portfolio. She attended a competitive interview and presentation with the judging panel to showcase her innovative design thinking and commitment to excellence. These awards highlight the importance of linking industry with talented degree students working in the Built Environment. They improve awareness of career options, with many securing work placements as a direct result of competing.



Constructing Excellence (Yorkshire & Humber) People & Culture Award – Finalist 2024

This category recognises organisations that implement clear strategies to successfully attract, motivate, support, develop, and retain diverse and talented people. A finalist, we were able to demonstrate a constructive culture and effective leadership that nourishes the health and wellbeing of our team.

Insider Yorkshire Property Awards – Shortlisted for Design Excellence 2024

Our structural design services for 16 Sandmoor Avenue in Leeds helped transform the inter-war, red-brick dwelling into an elegant six-bed home via a £1m+ extension, partial demolition, and remodelling. We supported the design vision for a sleek, transparent space that seamlessly extends the building to almost double its original size.



Volunteering and fundraising

St Vincent de Paul Society – Volunteering, quiz nights, and food drives

We support St Vincent's, a community space in East Leeds run by the St Vincent de Paul Society (England and Wales). They do incredible work with people deprived of income, employment, education, social networks, and community support, by offering classes, groups, counselling, debt advice, and a large inclusive volunteering programme. We entered two teams in their fund-raising quiz night, attended by the Lord Mayor Abigail Marshall Katung. In support of their food drive campaign, our team donated food and essentials for local families in need, including Christmas hamper supplies. Members of our team regularly attend the centre to help sort and pack items for the busy food bank service, volunteering 90 hours of time in 2024.

Yorkshire Three Peaks Challenge for Sue Ryder Care

Once again in September, we tackled the 24-mile Yorkshire Three Peaks Challenge, raising £1,200 for Sue Ryder's Wheatfields Hospice who provided end-of-life care for our colleague Paul Watchorn in 2024. Joined by some energetic clients, our team climbed 1,585m within the challenge time of 12 hours, assisted by beautiful weather. As well as raising vital funds, we all benefitted from the physical outdoor activity, the excellent conversation, and a fantastic feeling of achievement.

LandAid Yorkshire

We contributed £2,000 to sponsor their Proper-tea networking event again in 2024. Members of the local property industry support LandAid in their mission to end youth homelessness.

Ilkley Beer Festival

Our £900 sponsorship helped support this established social and community event. Run by Ilkley & District Round Table and volunteers, the festival raised over £50,000 for local charitable causes last year.

Friends of Ilkley Moor

In July, our team of volunteers again helped to restore and construct new nature footpaths connecting Darwin Gardens to the White Wells area of the moor. The informal moorland paths are created by hand using fine, compacted sandstone.

Woodland Creation - Tree planting

As part of a Council initiative to make Leeds carbon neutral by 2030, we completed essential maintenance work in some young woodlands. Woodland Creation are establishing an additional 1,250 hectares over the next 25 years, to double woodland in Leeds.

Save the Children - Christmas Jumper Day

In December, we swapped office attire for festive jumpers to raise £82 for Save the Children International. They support vulnerable children by providing struggling families with the life-saving basics of food, shelter, and clothing.

Lineham Farm Children's Charity - Christmas Bake-off

Also in December, we donned aprons for a hotly contested Christmas Bake-off week. £184 was raised for this charity local to our Leeds office, who provide disadvantaged children with unforgettable respite breaks and life-changing experiences.

Oktoberfest, Manchester

Our £515 donation paid to 'Sponsor a Sleeve' for this popular community event supporting businesses local to our office in Manchester.

Morley Rugby Football Club

Our £1,000 donation to this not-for-profit community sports club helped contribute to an essential capital project to install mains water to an outside catering cabin for the Junior team.

Calverley United Junior Football Club

Associate Adam Clarke is a volunteer coach for the Under 7 team at this community club for boys and girls aged 4 to 18. We provided £239 team sponsorship for the 2024/25 season.

Stockton Heath Scout Centre, Warrington

We donated £100 to sponsor a Beer Keg at Stockton Beer Festival in June, with proceeds raised going to the scouts.

EXCELLENCE leading by example

Developing talent

We were delighted to reach an impressive 17 employees on our ICE Training Agreement scheme in 2024, almost a quarter of our people.

This number substantially increased in 2024 and includes young apprentices working towards IEng membership as part of their degree, and other technical team members furthering their professional development. In response to feedback, we have improved the coordination between supervisors and trainees. We also delivered new internal sessions on commercial awareness to improve trainees' confidence and boost solid attainment of all ICE attributes.

We also celebrated the academic achievements and career progression of our former apprentices.

James Hendry was promoted to Senior Structural Engineer, with Jack Holden and Matthew McGarvey promoted to Structural Engineer. All three achieved Incorporated status with the Institution of Civil Engineers (ICE).

Matthew said,

"I'm incredibly grateful to my colleagues at Adept who helped throughout my apprenticeship whilst I worked towards my degree and professional qualification at IEng. Now, as a fully qualified Structural Engineer and member of ICE, I will use my knowledge to help the next generation of apprentices"

Jack Stokes was promoted to Principal Civil Engineer. Aaron Topping and Billy Humphreys-Brown were promoted to Civil Engineers, with Aaron collecting a special award at his degree prize-giving ceremony for delivering the **Most Outstanding Project Work**. Another graduate and former student placement, George Fox, was recognised for the **Most Outstanding Performance** in a Structural Engineering module.

Civil Engineering apprentice, Aren Sefer, attended ICE's presentation ceremony in London with Matthew to collect their individual membership certificates. Aren joined Adept in 2022 while studying part-time and has now begun his Civil Engineering degree.

We promoted Adam Clarke, Andrew Spencer, and Jonathan Ashton to Associateship. All three make an outstanding contribution to the company's development and model our core values through their positive relationships with clients and colleagues. Adam was delighted to achieve the additional milestone of CEng status in 2024. He joined Adept in 2013 and actively mentors our junior engineers.

Adam said,

"Charter status is something I felt would be wonderful to achieve and it provided me with a clear goal to strive towards. A special thank you goes to my mentors and sponsors Erol & Matthew for pushing me to get there. I now look forward to taking an active role as a member and ambassador for ICE and helping shape the world for present and future generations as best I can."

We attended an Apprenticeship Recruitment Fair at Bradford College, as these instigate useful work experience opportunities, and can result in young students beginning their careers with us.

We currently support seven apprentices. Civil Engineering apprentice Curtis Smith, studying with the Leeds College of Building, has joined our civil engineering team in Leeds.

Our Managing Director, Erol said,

"It's fantastic that we continue to see our young talent achieve their goals and graduate to more senior roles. Since we started in 2007, we've supported 18 apprentices. They all bring a tremendous amount of enthusiasm and fresh ideas to the team. As they mature, they serve as great role models to new apprentices who are just starting out."





Excellence in projects

Bradford College T Level Facilities

We helped deliver this DfE-funded project to create vocational T Level training facilities on campus. T Levels are a two-year, post-16 qualification that provide an alternative to A levels or apprenticeships. They are designed in collaboration with businesses and employers to equip students with real-life knowledge and skills to thrive in a variety of professions and working environments. The £3.5m 'Wave 5' scheme re-modelled areas of the David Hockney building to create new lecture spaces for business and media students, hair and beauty training facilities, high-spec media suites for TV/sound editing, and a refurbished training kitchen and restaurant. We handled with care the existing building's concrete frame and post-tensioned slab, by adapting the design of our new steel and timber structural elements to ensure fixings do not affect its strength and integrity. Our engineers also escorted work experience placement students and apprentices around the live construction site and involved them in design team meetings.

Yorkshire Centre for Advanced Building Services & Engineering Skills

The extension adds 1,300m² of teaching space to York College's existing Construction & Skills Centre. It is helping the college deliver Engineering and Construction T Levels in brickwork and joinery by providing specialist labs, practical skills workshops, classrooms, and IT suites.

We minimised embodied carbon in the substructure design by reducing material and designing a simple, efficient braced-frame steel structure. Selecting a low-noise, low-vibration piling technique minimised disruption to users. We integrated the energy-efficient building services strategy requirements within our solution, including PV, air source heat pumps, and natural ventilation heat recovery. Surface water attenuation was relocated within soft landscaping and linked to an existing swale.

Aquinas College, Stockport

We helped deliver a new, two-storey standalone teaching block for 250 students at the heart of the existing campus. Containing 10 new modern classrooms, staff facilities, and a flexible learning hub, it is designed to help the college deliver evolving curriculum demands whilst enabling students to thrive. The new building re-uses brownfield land following previous demolition works, so relic foundations and ground remediation were incorporated within the strategy. To meet the environmental performance target, we supported M&E with the inclusion of air source heat pumps, natural ventilation and heat recovery, as well as a Bauder green roof providing low-maintenance planting, PV and rooflights to increase natural daylight. Working on a busy, occupied site, the team adhered to time restrictions and prioritised student safety.

Towngate Business Centre, Walkden

We provided a structural survey and expert advice on an existing fire-damaged unit, and a design to replace it with a £6m single-storey portal warehouse. To get the new building operational quickly, we devised a very efficient groundworks strategy that minimised material use and waste. We proposed the re-use of crushed demolition material as hardcore under the foundation slabs to avoid importing additional stone. As lead engineer, our approach significantly reduced time, cost, and carbon outputs.

Westwood Village, Kent

Following Reserved Matters approval, we are working on a regenerative development which will introduce 449 high-quality homes to Ramsgate. This phase is part of a wider scheme phased over 10 years, to provide 900 homes, a school, shops, hotel, pubs, and open space. The sustainably planned layout prioritises supporting greater biodiversity and healthy outdoor activity by residents. It is designed around a central open space with landscaped recreational areas and informal planting. Green corridors provide play areas and easy connections for walking and cycling.

joining forces
to increase
skills and
opportunities



We continue to work closely with schools, colleges and universities in our regions to provide mentoring, work experience, and placement opportunities. We believe this is vital to help students build the skills and knowledge needed for a successful career in engineering within a live consultancy environment.

Careers events

We supported eight careers fairs at different schools, colleges, and universities, to provide advice, and promote STEM careers. Members of our team engaged with students studying for GCSEs, A Levels, and T Levels, who were all keen to learn more about opportunities in civil and structural engineering and meet real people working in these roles. Being able to share personal experiences and insights provides valuable guidance to those considering a future in the field.

Ahead Partnership/ATEP

Through an initiative with Ahead Partnership and West Yorkshire Combined Authority, we have been helping share awareness of Apprenticeship and Technical Education (ATE) programmes. Ahead is a unique, values-led organisation which helps employers support and develop young talent.

In partnership with Oasis Academy in Bradford, Leeds Director Gareth Shepherd led a series of lively sessions to promote opportunities and increase awareness of technical and vocational routes into engineering. These worthwhile sessions concluded with the students being invited to visit our engineers, who were happy to chat face-to-face and describe their own experiences of studying via both the



apprenticeship and degree routes. The students also had a lot of fun completing a challenge to create a cardboard dome structure! We will deliver this programme again in 2025.

Commenting on the success of the collaboration, Gareth said,

"It's been a pleasure delivering this programme of events and helping make the students aware of the options that are open to them. At Adept we relish every opportunity to inspire the next generation of engineers."

Mabgate Campus, Leeds

Under our industrial mentoring partnership with the University of Leeds, we took students from their architectural and engineering courses to see this Leeds City College development. The site visit provided a valuable opportunity for them to witness the principles of civil and structural engineering in practice. In partnership with Luminate Education Group, the main contractor GMI's project manager kindly presented an interesting talk&tour to the students, explaining construction progress to date.

Rotherham Markets

Members of our civil and structural team visited the site to view construction progress first-hand, including three of our eight apprentices and our year-in-industry placement student from the University of Sheffield. Commenting on the visit, structural engineer Viren Mistry said,

“Site visits allow our junior engineers to expand their knowledge in a really impactful way - being able to see the output of weeks of design work in real life and discuss the individual challenges and how they were approached in the design stage really reinforces the learning process for them.”



University of Leeds

In November, we welcomed undergraduate students to meet our engineers and learn more about 3D design and modelling on some live projects. Through our links with the School of Civil Engineering, we support an ongoing Industrial Mentoring Programme which helps bring to life the academic studies of undergraduate students and postgraduate students completing the MSc Structural Engineering course.



Work Experience

During 2024, we provided 15 work experience placements for students of all ages, a 25% increase on the previous year.

Nine, week-long placements, and a one-day taster session, were the first introduction to engineering for a mix of school-aged students. Each week-long placement is designed to help pupils explore different aspects of the profession, by trying out typical design software for themselves, observing day-to-day activities, assisting with tasks, attending site, and/or joining in meetings.

Placement students use Revit software to create a 3D concrete-framed building by working at their own pace through a series of tutorial videos. They set up models, add the structural elements and architectural features, create a site topography, and then create and export drawings. The students are encouraged to work independently with our staff on hand to support them. To build confidence, they are offered the opportunity to make a short presentation back to their team.

Eight students worked in our Leeds office, while Rayaadh Mumin joined our Manchester office for a week, shadowing a Principal Engineer in client meetings and assisting him with live project work.

During our one-day taster, a school student shadowed an engineer in the office before committing to completing a full week's work experience. Kimi sat with different people, viewed projects people were working on, chatted about apprenticeships, and discussed school subjects.

T Level student Safa Ashrafi has so far completed a staged, eight-week placement

in our Manchester office. We have been helping her complete a set of progressive learning objectives that cover specific technical experience and understanding professional standards of conduct and behaviour. We worked with her college to plan the training. She produced a proposed design for a live project scenario and then developed and refined her initial proposal to address and resolve queries from the contractor and the local authority. She also tackled a structural scheme.

We hosted three university students for six-week summer placements. Tomas Cesar de Sa and Joshua Roberts, degree students from the universities of Sheffield and Newcastle, worked in our Leeds office. Third year University of Sheffield civil engineering student Ayesha Rauf worked in Manchester, saying about her experience:

"I learned a lot from my summer placement with Adept and really enjoyed the experience. I gained a greater understanding of a wide range of civil engineering works, from drainage layouts to pavement and footpath designs, to the process of collaborating with local councils."



Ayesha Rauf

We implemented two year-in-industry placements during 2024. Dziugas Klinga and Nicholas Tvidad have joined our teams in Leeds and Manchester respectively. Both studying at the University of Sheffield, they are part-way through their twelve-month placements. The experience aims to kick-start career development by offering graduates a platform to develop real-life skills working on live projects under the guidance of qualified engineers.

Dziugas said:

"From the very start of my placement I have felt welcome. I found it easy to settle in because there was a lot of help and support available. I had the opportunity to develop new technical skills and practise some existing ones in real-life scenarios. I have learnt a lot about how the industry operates, which has helped me think about life after university finishes and what my career might look like."



Dziugas Klinga

CARE

concern with wellbeing



ADEPT
CIVIL AND STRUCTURAL
CONSULTING ENGINEERS

We believe that our employment, training, and advancement opportunities make us a formidable team, which we hope translates into the highest levels of service for our clients.

As a forward-thinking business, we do all we can to make our company a fulfilling and rewarding place to work.

Flexible working

Our mutually beneficial policy enables staff to make personal choices and the company to maintain a more agile workforce.

WPA Health Plan

Following employee feedback, we have increased the levels of financial cover.

Long service loyalty bonus

In addition to an annual bonus and other loyalty rewards, we now offer a Long Service Benefit equating to a £500 bonus on completion of every five years of service.

New Group Income Protection Scheme

This provides employees with continued income if they become absent due to illness or injury.

MetLife Death-in-Service

We increased our Death-in-Service Benefit to three times an individual's annual salary.

Royal London 'Finding Lost Pensions'

Our pension provider supported employees with National Pension Tracing Day.

Employee Assistance Programme

Our team has free access to the MetLife Wellbeing Hub for financial, mental and physical wellbeing support.

Gym contribution

43% of staff are benefitting from £20 per month towards gym membership.

Salary Extras

Over 60% of staff are obtaining discounts from shops, supermarkets, and restaurants, by buying gift cards at a discounted price.

We support a few schemes to incentivise staff to minimise their carbon outputs from commuting, including Cycle-to-Work and EV schemes, and Northern Rail season tickets.

Social and wellbeing activities

We allocate our Social Committee with £360 per staff member annually, to fund valuable social, health and wellbeing activities. The committee builds the programme around the preferences of the teams in each office, with activities last year testing muscle power with axe throwing and brain power with charity quiz nights. Sports are always popular with baseball, darts, footgolf, basketball, go-karting, pool and shuffleboard all well attended. The year was rounded off with the offices coming together for a spectacular 1920s themed Christmas dinner dance.



Colleague Engagement Survey

To help capture our team's views on working for the company, we encouraged all employees to complete a Colleague Engagement Survey, conducted anonymously by an external specialist. Overall engagement result was outstanding, which reflects our positive workplace culture and strong team spirit. We were delighted to receive excellent feedback about internal working relationships and the approachable, caring nature demonstrated by our team leaders and directors. We are carefully reviewing the feedback and will implement initiatives in 2025 to further enhance communication.

Supporting communities

The latest government budget promised significant investment to boost housebuilding, including £500 million additional funding for the Affordable Homes Programme.

We help our clients develop sites for high-quality affordable housing, later living schemes, and community health services. Delivering developments sustainably helps generate wider, long-term transformations, through beneficial environmental and biodiversity improvements and an improved quality of living for residents.

We are appointed on several major frameworks delivering schemes that prioritise these values, such as Innovation Chain North (ICN) – a £1.5 billion, 4-year framework supporting the delivery of affordable housing. Our other frameworks that emphasise creating stronger local communities include:

- **Anchor Hanover**
- **Beyond Housing**
- **Keystone Developments (Amplius)**
- **NHS SBS HPCCAS**
- **Thirteen Housing Group**
- **Yorkshire Housing**

Moss Nook - Phase Three

On this £48m scheme for 295 affordable homes in St Helen's, we worked closely with the project team to minimise carbon outputs and delivery costs. Our more efficient redesign of the proposed earthworks strategy successfully met this aim whilst achieving an adoptable highways solution. We created a detailed cut and fill model that carefully worked around existing contaminated ground and eliminated the need to import 30,000m³ of clean material to site.

Ferrars Road, Sheffield

Part-funded by Homes England, this £11.5m development of 93 energy-efficient, affordable homes is aimed at helping first time buyers put down roots. A collaborative and hard-working relationship between all parties has resulted in an urban community benefiting from public green spaces, local amenities, attractions, and educational facilities. We worked as a team to resolve difficult site constraints and achieve the sustainable design strategy, managing tree-lined embankments and integrating a surface water infiltration basin as part of the landscaped public open space. The high-quality scheme helps fulfil Sheffield's Housing Growth Delivery Plan to increase desirable affordable and social housing in the area and create local jobs and training opportunities during the works. An artist crafted a unique public sculpture for the development, celebrating its links to Tinsley's deep-rooted industrial heritage.

Cheltenham Housing

We are underway with a further project secured via the NHS SBS HPCCAS framework. The designs for a new 100% affordable, 70-unit housing scheme for Cheltenham Borough Council create a people-focused neighbourhood. Dwellings are designed around public gardens, community 'grow spaces', and a car-free green promenade. The site will also link to a new active travel route for walkers and cyclists.

Kirklands Autism Project

We helped deliver this pioneering, low-density development of high-spec, single-storey dwellings, with two-storey 24-hour staff facilities. Currently under construction for Leeds City Council, the six units with private gardens enable vulnerable adults with complex learning needs and autism to live independently. The design of one unit is specially

tailored to provide a double apartment solution with a secure, central staff space. The £6m scheme supports the Council's health and wellbeing outcomes for people with high care needs, by enabling residents to remain in their local community and closer to their families and friends.

Manor Park Care Home

Currently under construction in North Yorkshire, this £15.5m, 80-bed courtyard development will provide welcoming, person-centred residential, nursing and dementia care within a modern, vibrant community. Close to a conservation area, and sitting partly over an infilled quarry, the building redevelops a brownfield site with challenging ground conditions. Our civil and structural design is supporting the integration of a fully electric services strategy to help future-proof the facility.

Lichfield Leisure Centre

This new £9.5m multi-functional leisure hub is replacing an ageing centre on the site with the aim of increasing local participation in sport and leisure. Under construction for Lichfield District Council using the Procure Partnerships Framework, the 25m six-lane pool, gym, fitness studios, and dance spaces will cater to all ages and abilities. 'ReCreation', a company set up by Olympic gold medallist Rebecca Adlington OBE, has supported the collaborative design process by helping the Council consult the community on safe, inclusive access to the focal point building. The design incorporates the latest technology to minimise light pollution, and the site's biodiversity will be increased with planting that supports wildlife.



fighting
climate
change

In the UK over one million tonnes of waste is produced on average by every single person annually², while the construction industry generates 62% of the UK's waste, and 32% of all waste sent to landfill³. A building's structure – its frame and foundations – accounts for more than half its embodied carbon⁴.

As engineers, we are committed to minimising waste and reducing the carbon emissions of every scheme on which we work.

What are we doing?

We help clients evaluate feasible ways to partially or fully re-use existing structures before resorting to wholesale demolition and rebuilding. We can also investigate ways to safely repurpose suitable reclaimed materials that have retained their structural integrity.

IStructE Conference– Re-using Existing Structures

In December, two of our structural engineers attended this inspiring conference in London, which hosted discussion sessions on repurposing materials and presented practice examples.

Concrete structural elements have the potential to be re-used through retrofitting techniques and surface treatments. The presenters illustrated interesting successes and failures of re-using ex situ material in practice, such as infill panels, substation roof slabs, lintels, and stair treads. It was fascinating to consider that concrete structural elements in situ throughout the country could become the 'next generation's pre-cast.'

Re-using reclaimed steel as new structural components can also provide huge carbon emission savings. The process is most efficient when using technological tools to pre-match existing steel sections exactly to a new design, as this saves the energy emissions associated with melting down the steel first.

Four key take-aways from The Engineers Re-use Collective's presentation were:

- **Always consider re-use**
- **Treat buildings as material banks**
- **Design to 100% utilisation**
- **Small wins are still wins**

At Adept, we encourage our clients to consider re-using structural materials where possible, notably through our work with a specialist partner on concrete strengthening projects throughout the UK. The projects involve the application of a carbon fibre reinforced polymer material to existing concrete elements, improving strength and integrity, and enabling safe extended use. We are aware that initial production of the CFRP material is more energy-intensive than producing steel. However, by avoiding more complicated structural works, or having to demolish an entire existing structure to re-build, it can be a significantly more sustainable solution.

Structural Carbon Tool

We are monitoring 2024's extensive updates to version V3.0 of IStructE's Structural Carbon Tool, an Excel-based carbon calculator that we use. We welcome the inclusion of allowances for materials less frequently modelled into the carbon database, such as rebar laps, blinding, steelwork connections, and fire protection; the changes to reporting timber's end-of-life emissions; and better incorporation of retrofit and extension projects.



² Waste Direct - Waste & Recycling Statistics in 2024

³ Qflow - The UK Construction Industry Waste Report 2023

⁴ WSP's digital approach to reusing steel sections and saving carbon - BIM+

Sustainability Newsletter

Our internal quarterly sustainability newsletter shares current ideas in sustainable practice and case studies. Our Sustainability Leads have encouraged our apprentices and trainees to direct this initiative by researching and writing their own interesting articles about industry developments and design projects, for example, using nature-based solutions in sustainable drainage systems, such as reed beds, wetlands and attenuation ponds.

Sustainability Training

In addition to following a planned programme of professional CPD using resources from IStructE and ICE, employees have access to the Supply Chain Sustainability School's online training materials and webinars.

CPD sessions from 2024 have covered 'Steel Construction Institute: Design for Sustainable Construction', with planned sessions for 2025 to include:

- Durability Principles for CLT and Timber
- Modern uses of timber: hybrid structures
- Modern uses of steel: designing for demountability and end-of-life considerations

Carbon reduction in Business Operations

Our last corporate carbon assessment reported an embodied carbon total of 117.3 tonnes. As we have been offsetting 110% of our company footprint since 2020, we offset 130 tonnes of embodied carbon through support of the Rimba Raya project via Earthly. Earthly is an active global movement which invests in high quality, nature-based solutions that remove carbon, restore biodiversity, and improve livelihoods within communities.

Carbon Meetings

During company-wide quarterly meetings, our Sustainability Leads monitored the embodied carbon of business operations and design projects. Agenda items included Carbon Reporting (the carbon calculation spreadsheet collating data on corporate energy use, commuting surveys, etc); actions to improve energy-efficiency/ recycling (e.g. reducing the number of printers); sustainability newsletter content, and project-related activity (sharing updates on SuDS quantification and IStructE's carbon tool).

Carbon reduction in projects

Eclipse Doncaster

This £26m Grade A distribution and logistics building forms part of the award-winning 250Ha Unity Masterplan, one of the largest mixed-use regeneration and infrastructure projects in the UK. The scheme cleverly redevelops a cleared plot of reclaimed colliery material, where we re-used excess material to support the landscaping strategy and avoid removal from site. Biodiversity was prioritised through the extensive planting of native trees and shrubs, and the creation of new species-rich and wildflower grasslands. The building is designed to achieve BREEAM Excellent through high-performance insulated cladding, low air-permeability, 10% rooflights, and capacity for full-roof PV.

move Altrincham

Due to open in 2025, we have provided design services for the major transformation of Altrincham Leisure Centre. Procured through the Northwest Construction Hub Framework and developed with Sport England, the top-class facility supports Trafford Council's

plan to be carbon neutral by 2038 whilst helping address health inequalities across the borough. The development delivers over 5,500m² of sport and leisure amenities to improve residents' long-term health and wellbeing outcomes. We used our expertise in concrete and steel to minimise alterations to the building's existing frame, providing a new lowered slab to accommodate the additional pool trenches. Our structural design solution enabled the introduction of new roof-mounted PV panels and air source heat pumps to support the energy-efficient heating strategy. This will save hundreds of tonnes of carbon every year by eliminating the existing gas supply.

Sainsbury's EV Charging

We are helping specialist contractors deliver electric vehicle charging upgrades at supermarkets across the UK - over 100 separate schemes to date. The national roll-out is providing Sainsbury's customers with access to Smart Charge - ultra rapid, 150 kW bays that fully charge vehicles in 30 minutes, using 100% renewable energy.



Shepherds Leas, Greenwich

We are supporting delivery of a sustainable, mid-rise residential development designed to be net zero carbon in use. The £24m scheme for a Community Benefit client is redeveloping brownfield land to provide 62 high-quality apartments at discounted rent for working families. We explored different forms of construction for the superstructure: a concrete flat slab frame, MMC technology such as modular, and a hybrid of the two. Environmental enhancements for the site include play spaces, landscaping, gardens, and substantial urban greening, which will help to control surface water whilst supporting wildlife and greater biodiversity in this setting close to woodland. We liaised with an arboriculturist to ensure our superstructure design maintains tree root protection zones. We are coordinating with the MEP strategy that incorporates Passivhaus principles and includes PV panels, air source heat pumps, and active cooling in the summer. The scheme promotes sustainable transport and active travel by providing large cycle stores, EV charging stations, and a car club.

Chester Hotel

We are working on a new seven-storey, 142-room hotel and around 740m² of serviced office space in the historic city of Chester. The scheme combines new architecture with delicate partial demolition of the former 1930s Gaumont cinema. Improving the public realm and increasing biodiversity are key objectives of this regenerative development, which is targeting BREEAM Excellent and the creation of local employment. It will enliven ground level public frontage on the Shropshire Union Canal with a restaurant and active travel path.



www.adeptcsce.com

Leeds 1912 Mill, Sunny Bank Mills, Town Street, Farsley, LS28 5UJ
London 140 Goswell Road, London, EC1V 7DY
Manchester 4th Floor, 7 St James Square, Manchester, M2 6DN
Sheffield 3rd Floor, 1 East Parade, Sheffield, S1 2ET
Birmingham Griffin House, 18-19 Ludgate Hill, Birmingham, B3 1DW
Hull C4DI, @The Dock, 31-38 Queen Street, Hull, HU1 1UU