

The background of the entire page is a close-up photograph of dark, jagged rocks covered in vibrant green moss and small plants. A semi-transparent teal rectangle is positioned in the upper middle section, serving as a backdrop for the report title.

SUSTAINABILITY IMPACT REPORT

2022

temple



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CEO

ABOUT US

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GOALS

A WORD FROM OUR CEO, MARK SKELTON

In 2019 we brought together the individual companies that co-existed under the Temple Group, to create a new ‘one business’.

In doing so, rather than believing a business is the sum of its isolated parts, we embraced the concept that we are, and we exist within, an ecosystem. Everyone and everything are therefore part of a larger whole and it is the connections between all of us that are critical to our success. This also means that anyone, at any level inside the business or out, can contribute significantly to our success and the authenticity of our actions.

Uniting as one closely interconnected, inclusive and ethical business, brings alignment between the way we choose to organise ourselves and the systems approach we advocate to clients. If we are to solve complex environmental and social problems, we need to tackle the big, messy real-world problems together.

Making this change accelerated us on the next phase of our exciting journey, and we have not looked back. A journey made all the better by an amazing team that is

OUR PURPOSE:
**TO MAKE
MEANINGFUL
ENVIRONMENTAL
AND SOCIAL
CHANGE TOGETHER**

engaged with our sustainable goals and has the courage and imagination to push us all to do more. And, we have already achieved a great deal.

Our new vision, mission and purpose, have nurtured our collective desire to see positive environmental and societal change through the acceleration of inclusive sustainable action and decision-making. We have adopted an impact business model, ambitiously focusing on helping others to realise their sustainability goals to achieve the greatest impact. We have developed our own sustainability strategy for guiding and measuring our success in this. And, through the B Corp movement, we are helping to transform the global economy to benefit all people, communities, and the planet.

Our aspiration is for our bottom-line to be measured by the good we deliver and for our profits to demonstrate the value our clients place on what we are doing and how we are doing it.

I hope by reading this, our first Impact Report, you enjoy learning more about the journey we are on.



BUSINESS EXPLANATION

We are proud to be a privately owned SME with a reputation for excellence working on some of the UK's most complex infrastructure, planning and social programmes.

We are a purpose driven business that is fundamentally committed to sustainable development. Our Purpose is **'TO MAKE A MEANINGFUL ENVIRONMENTAL AND SOCIAL DIFFERENCE TOGETHER'**

Collaboration, respect and inclusivity is at the core of how we work in the delivery of our consulting projects. We have an inquisitive, engaging approach and bring important insights, experience and scientific know how to deliver the best practicable environmental or social option consistent with sustainable goals. Our aim always is to accelerate sustainable action and positive change for our clients, communities, and planet.

Temple is an impact business, whereby our services are directly impacting on the environment and society. Additionally these services are often where our greatest impact occurs. For example, if we eliminate our carbon emissions, that would be in the region of 300tCO₂ per year, however if we complete 10 similar projects for our clients, that is >3000tCO₂ eliminated per year.

The context of our impact business model is significant to understanding our performance.

Without listing our all our services, the following provides a summary.

ENVIRONMENTAL IMPACT ASSESSMENT (EIA)	DIGITAL DELIVERY
TOWN PLANNING	SOCIO-ECONOMICS
SOCIAL VALUE	ENVIRONMENTAL MANAGEMENT
NOISE AND VIBRATION	AIR QUALITY
CLIMATE AND CARBON	ECOLOGICAL ASSESSMENT AND ENHANCEMENT
SUSTAINABILITY ADVISORY	ARBORICULTURE ASSESSMENT AND ENHANCEMENT

We have operated for many years and there are many good practises which are normalised and as such will not be reported here. We reflected these in our Sustainability Strategy and business baseline assessments.

All of our business operations are controlled by integrated management systems, certified to ISO 9001 – Quality Management, ISO 14001 – Environmental Management and ISO 45001 – Occupational Health and Safety Management

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EXPLANATION OF SUSTAINABILITY STRATEGY

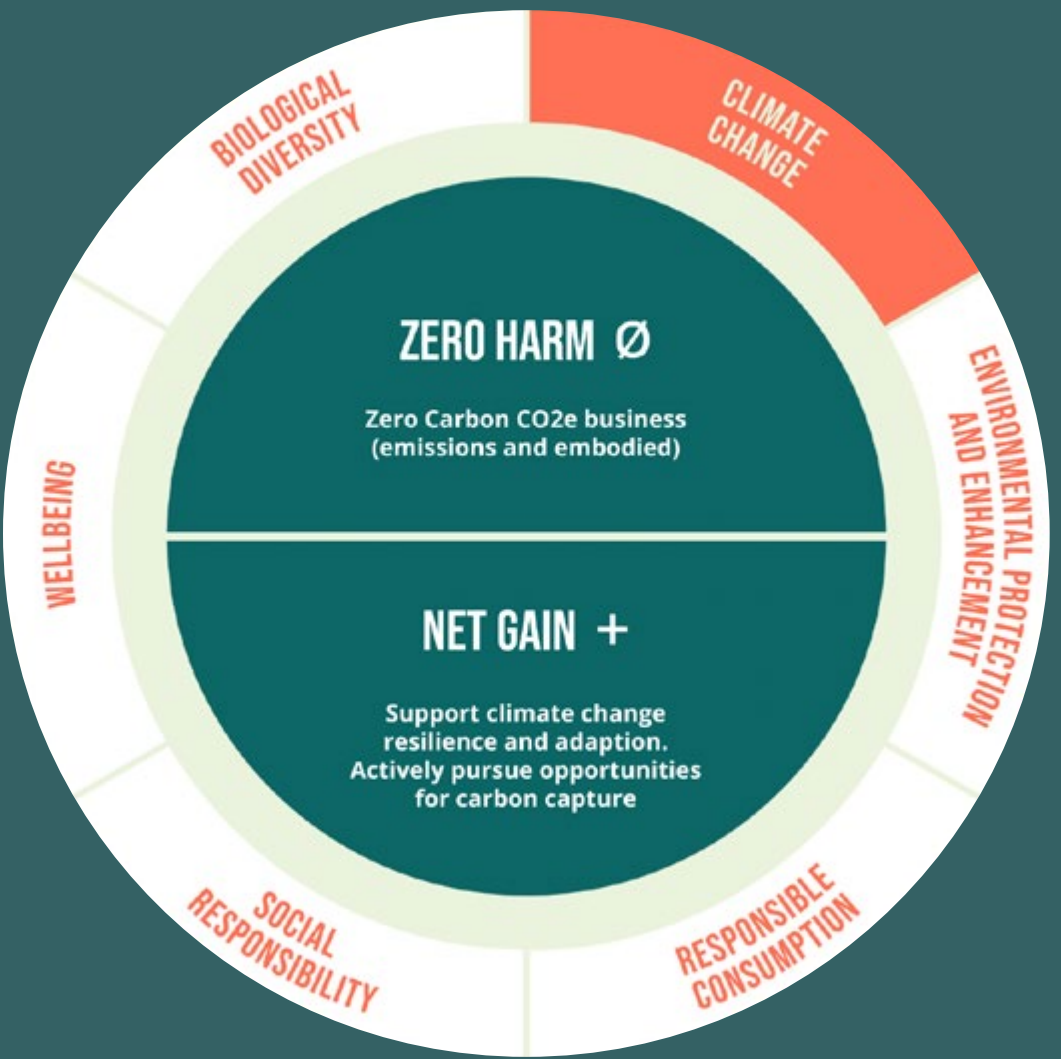
One of the main considerations when building our strategy was to acknowledge all the good we already did. Most of our activities are environmental and social positive impact, but we hadn't aligned them and were frankly poor at reporting our performance.

In September 2022 Temple launched our Sustainability Strategy to enact our Purpose.
'TO MAKE A MEANINGFUL ENVIRONMENTAL AND SOCIAL DIFFERENCE TOGETHER'

The strategy builds on a central principle of Zero Harm / Net Gain within our six material topics, or six impact areas. These are the sustainability issues where we have or can have an impact, positively or negatively.

Having identified our impact areas, we asked the simple question, now what? And the answer is to either eliminate negative impacts, or increase positive impacts, hence Zero Harm (Ø) / Net Gain (+). Throughout our strategy and associated documentation you will see the Ø/+ symbols, connecting back to the central principle.

For each impact area we have defined our objectives for that specific topic.



The business already had a significant amount of activity in sustainability prior to our strategy definition (e.g. our services, our management systems, existing practices, and behaviours) therefore the remainder of the strategy is an enabler model; whereby we identify the enablers that act towards delivering our objectives. Enablers can be broad such as a policy, or a management system, a service type, or they can be more specific such as our carbon reduction plan.

Our strategy is built to reflect both our operations and our services, in keeping with our purpose and having an impact business model.

Our strategy is aligned to the Sustainable Development Goals (SDGs).



B CORP STATUS

In December 2022 Temple became a Certified B Corporation, a 'B Corp'. Being a B Corp is seeking to ensure 'The role of business is redefined so that all businesses are a force for good — and play a leading role in positively impacting and transforming the global economy toward a more inclusive, equitable, and regenerative system.'

This aspiration fits naturally with our Purpose and our Sustainability Strategy. We are proud to be recognised for our approach and to support the wider transformative objectives of this movement.

B Lab refers to our type of business as an Impact Business Model (IBM). IBMs are the ways that a business is designed to create a specific positive benefit/outcome for one of its stakeholders. By definition, an IBM is something that traditional businesses do not have. As such, any company that has an IBM is uncommon and extraordinary. (B Lab UK)

Being certified is just the beginning and we are excited to be part of the movement and are looking forward to engaging with fellow B Corps in 2023.

In our assessment we achieved a score of 94, and you can learn more about this at our page on the B Corp website.

CERTIFICATIONS & MEMBERSHIPS

For context purposes the following certifications and memberships are held by the business.

CORPORATE IEMA MEMBER – INSTITUTE OF ENVIRONMENTAL MANAGEMENT AND ASSESSMENT



FOUNDING MEMBER OF THE EIA QUALITY MARK



ISO CERTIFIED - ISO 9001 – QUALITY MANAGEMENT ISO 14001 – ENVIRONMENTAL MANAGEMENT SYSTEM ISO 45001 – HEALTH AND SAFETY



PLEDGE TO NET ZERO





OUR SCORE
94

GOVERNANCE	11
WORKERS	20.2
COMMUNITY	15
ENVIRONMENT	24.6
CUSTOMERS	23.2



PERFORMANCE

This section of the report focuses on the performance impact we had in 2022. In keeping with being an purpose driven and impact business model, our reporting recognises both our operational performance and service performance.

This report does not include every single impact of our business, instead focussing on communicating the range of our activities, and key achievements.

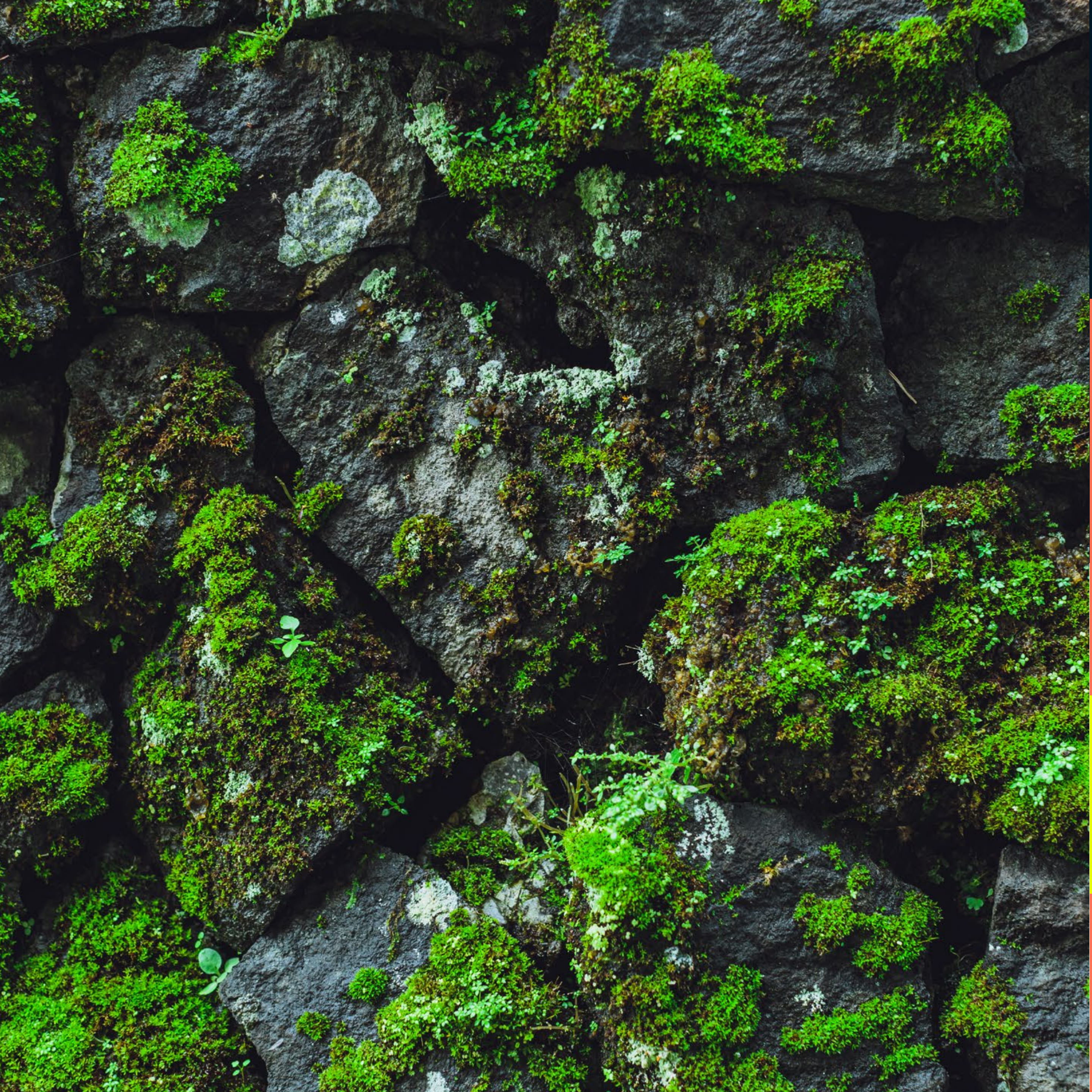
6,400 PROJECTS
£13M TURNOVER
176 EMPLOYEES
7 OFFICES

SUMMARY

HERE ARE SOME OF OUR HIGHLIGHTS IN 2022

WE CREATED AND LAUNCHED OUR SUSTAINABILITY STRATEGY	WE BECAME A CERTIFIED B CORP	WE IMPLEMENTED OUR SUSTAINABLE TRAVEL POLICY, AND SUSTAINABLE PROCUREMENT POLICY	WE ACHIEVED CARBON NEUTRALITY AND WENT BEYOND WITH FURTHER BIODIVERSITY NET GAIN INVESTMENT
WE COMPLETED TRANSFERRING ALL OUR OFFICES ONTO 100% GUARANTEED RENEWABLE ENERGY TARIFFS	WE REMOVED 5 DIESEL VEHICLES FROM OUR FLEET (REDUCING OUR FLEET BY 35%)	WE COMPLETED 39 DAYS OF VOLUNTEERING	OUR EMPLOYEES ATTENDED 142 TRAINING COURSES

The following sections provide more insights into our impact in 2022



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OUR PURPOSE:
**TO MAKE
MEANINGFUL
ENVIRONMENTAL
AND SOCIAL
CHANGE TOGETHER**

EXPLANATION OF PERFORMANCE REPORTING STRUCTURE

Our performance impact reporting is structured around our Sustainability Strategy design.

Each of our six impact topics are represented; Climate Change, Environmental Protection and Enhancement, Responsible Consumption, Social Responsibility, Wellbeing and Biological Diversity.

For each impact topic, the relevant objectives are recorded, followed by combinations of:

- impact performance data.
- explanations and case studies.
- enablers developed to drive performance, such as policy.

Each topic area also includes reference to applicable SDGs.



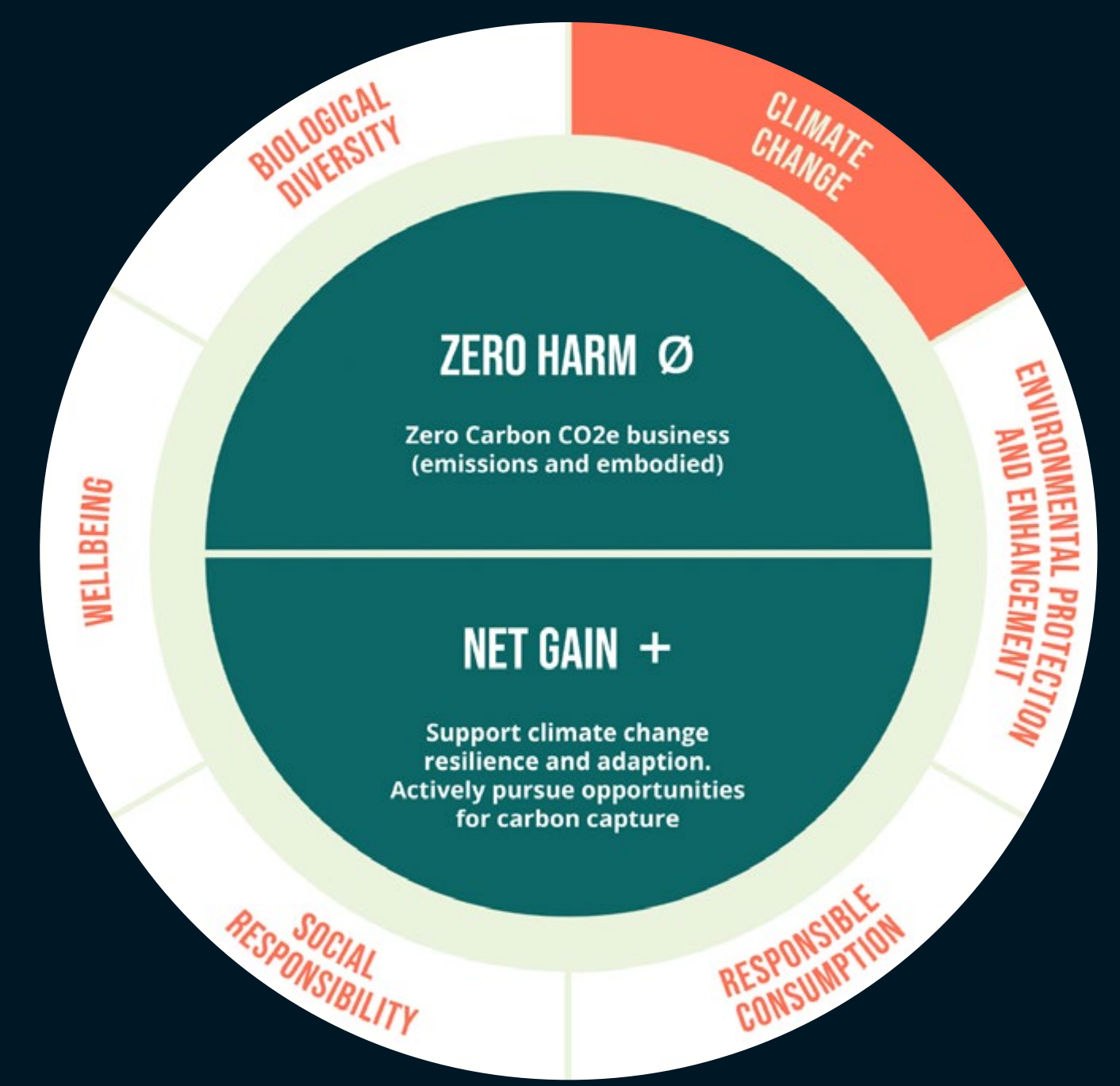
GOALS
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ABOUT US
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CLIMATE CHANGE

Anthropogenic climate change is occurring, our focus as a business is firstly to reduce emissions, both operationally and through our services.

Our secondary aim is to support planetary and societal resilience to the effects of this change. It is no longer possible to prevent impacts, only limit them, and therefore as responsible citizens we must promote and support nature and technological resilience and adaption.

We know that improving the health of the natural world, both the amount and variety (biodiversity), will increase the chances of resilience to the changes and nature's ability to adapt, which will in turn provide a viable habitat for humanity.





OPERATIONAL PERFORMANCE

Temple is committed to becoming a zero-carbon business. One of the early signatories to the Pledge to Net Zero we have been calculating our footprint and driving improvements for a number of years.

OUR TARGETS ARE:

- NET ZERO CARBON BY 2030
- ACHIEVE AND MAINTAIN CARBON NEUTRAL STATUS BY 2021 (complete)
- ACHIEVE 2.5% AVERAGE EMISSIONS REDUCTION PER YEAR

Following our restructure in 2020, our baseline was reset in 2021.
In 2021, our market-based carbon footprint was calculated at 533tCO₂

2022 FOOTPRINT:

260tCO₂ (SCOPES 1, 2 & 3) THIS REPRESENTS A 51.3%
REDUCTION FROM 2021 BASELINE

2022 INFORMATION AND OBSERVATIONS

Ø/+

- 74% of our CO₂ reduction was achieved via improved reporting methods. In 2020 and 2021 there was limited good practice available for home working calculations and we intentionally erred on the side of caution to ensure we did not under report. In 2022 we adopted an EcoAct methodology recommended by Defra, resulting in the reductions reported.
- In 2021 the impact of Covid-19 led to low business travel emissions. In 2022 these have increased significantly with the removal of travel restrictions

In 2022, our reduction initiatives focused on our direct consumption and operations, including:

- Implementing our sustainable travel policy
- Reducing the size of our vehicle fleet by five, utilising our three EV vans- increasing flexibility and reducing distances travelled
- Ensuring all offices on 100% renewable energy tariffs

For further information on Temple's carbon footprint and our journey to net zero a non-technical summary of our carbon footprint and is available on our website.



CARBON NEUTRAL

CARBON NEUTRAL STATUS ACHIEVED IN 2022 AND MAINTAINED.
2021 FOOTPRINT OFF SET VIA THE PIEDRA LARGA PROJECT, A 90MW WIND FARM IN MEXICO.
2022 FOOTPRINT OFF SET VIA ENERCON WIND FARM, A 60MW WIND FARM IN THE INDIAN STATE OF RAJASTHAN.

SERVICE PERFORMANCE

With a team working in carbon accounting (footprinting) verification and de-carbonisation projects we delivered many projects in the period, either directly or as part of wider service offering.

Examples include:

PATHWAY TO NET ZERO	Ø	EMISSION REDUCTION	Ø
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ADVISE A NATIONAL ORGANISATION HOW TO DEVELOP THEIR PATHWAY TO NET ZERO. ONCE COMPLETED IT WILL ELIMINATE 523,000 TCO₂ EMISSIONS.

Through a detailed understanding of design and construction processes and application of PAS2080, were able, as part of a team, to reduce the carbon impact below clients’ benchmark

HELPED CLIENT ACHIEVE AN ANNUAL OPERATIONAL EMISSION REDUCTION OF 96.10tCO₂

As part of the wider scope to assess greenhouse gas emissions (using the PAS 2080: 2016 Carbon Management in Infrastructure methodology), Temple is preparing the Climatic Factors chapter of the Environmental Statement. This includes assessment of the project’s whole life carbon emissions and identifying mitigation measures.





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ENVIRONMENTAL PROTECTION AND ENHANCEMENT

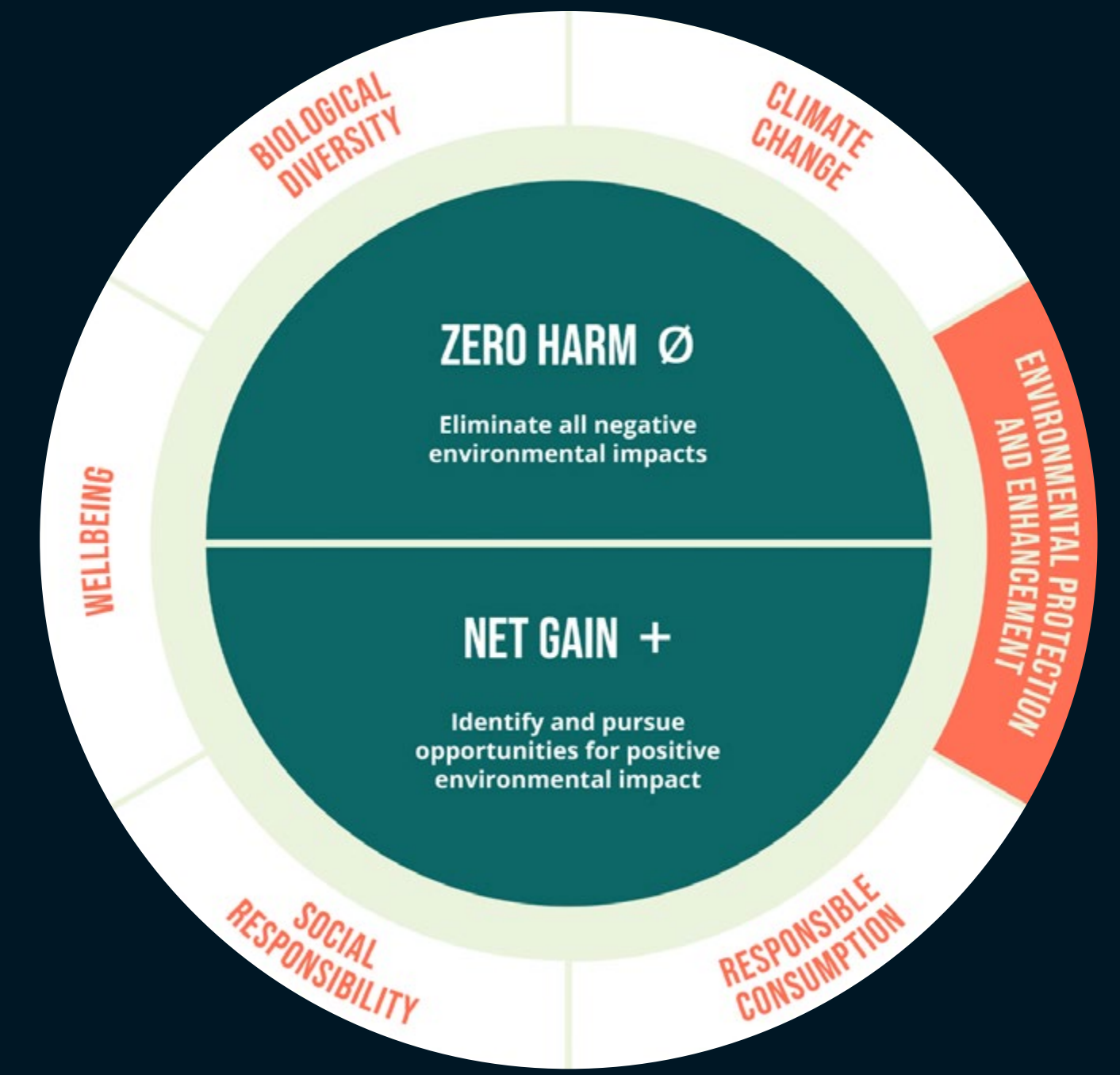
This impact area focusses on the broadest approach to managing our direct impacts (positive and negative) on the environment. We operate an Environmental Management System (EMS) certified to the ISO 14001 standard. Providing environmental services allows Temple to support clients to eliminate, or reduce their environmental impacts.

6 CLEAN WATER AND SANITATION

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

14 LIFE BELOW WATER

15 LIFE ON LAND





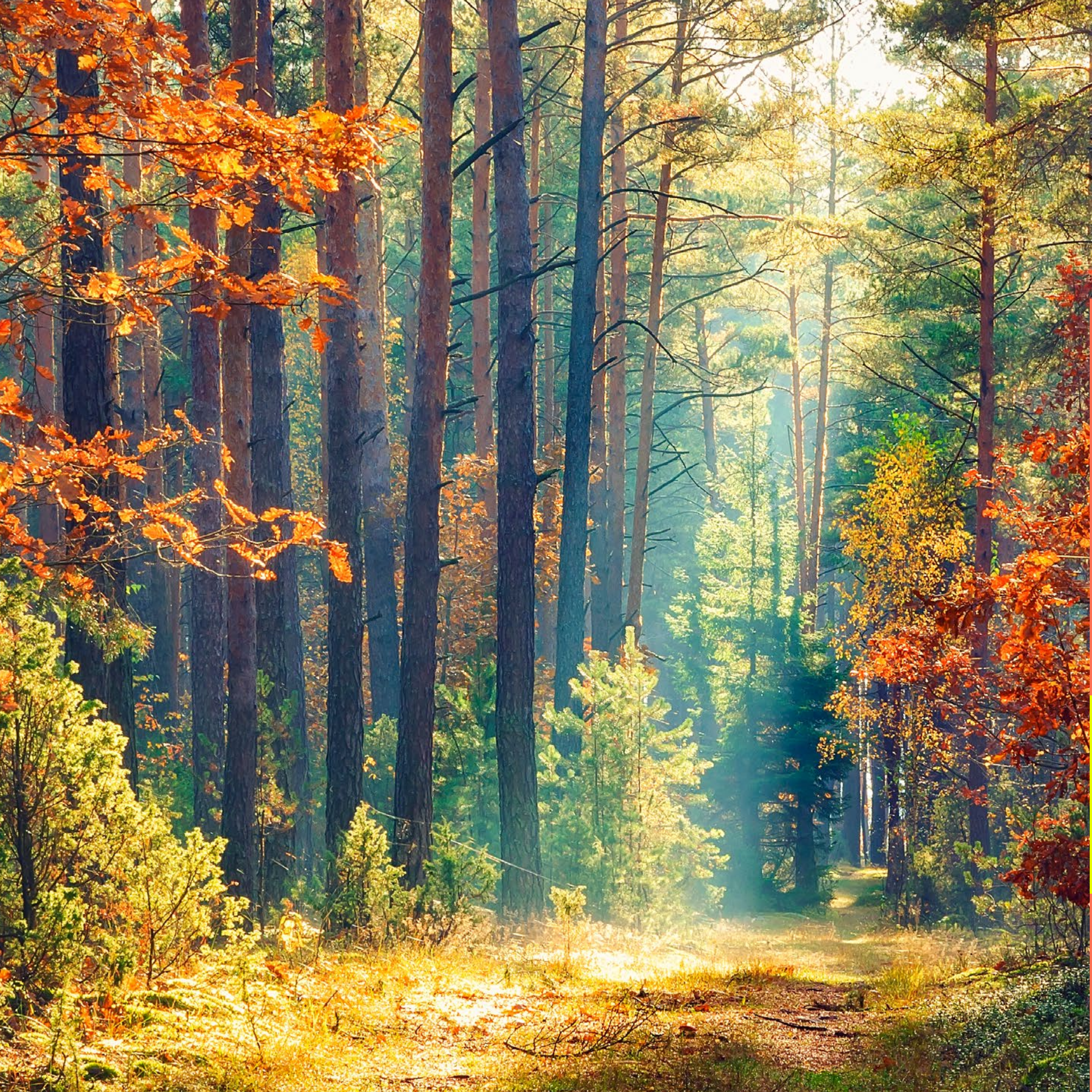
OPERATIONAL PERFORMANCE

Temple operates an Environmental Management System (EMS) certified to the ISO 14001 standard. The EMS has been in place for many years (certified since 2012) and provides the basis for our systematic management of the negative and positive environmental impacts of our activities. Operationally our significant negative impacts are energy emissions, and the procurement of products, which are reported in the Climate Change and Responsible Consumption sections respectively.

SERVICE PERFORMANCE

Environmental assessments and associated mitigation strategies are core services for Temple. We provide individual technical solutions (such as noise or air quality) through to multi-disciplinary projects such as Environmental Impact Assessments (EIA), or Strategic Environmental Assessment (SEA). This impact areas focuses on services not covered in our other impact areas, or on multidisciplinary offerings. One of our main objectives for 2023 is to define how we measure the impact of these services.

PROJECTS WE DELIVERED IN 2022	
MAJOR REGIONAL / NATIONAL PROJECTS – FULL EIA +	6
INFRACTURE SECTOR	7
PROPERTY SECTOR. INCLUDING REVIEWS	45
NOISE AND VIBRATION	16
AIR QUALITY	19



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RESPONSIBLE CONSUMPTION

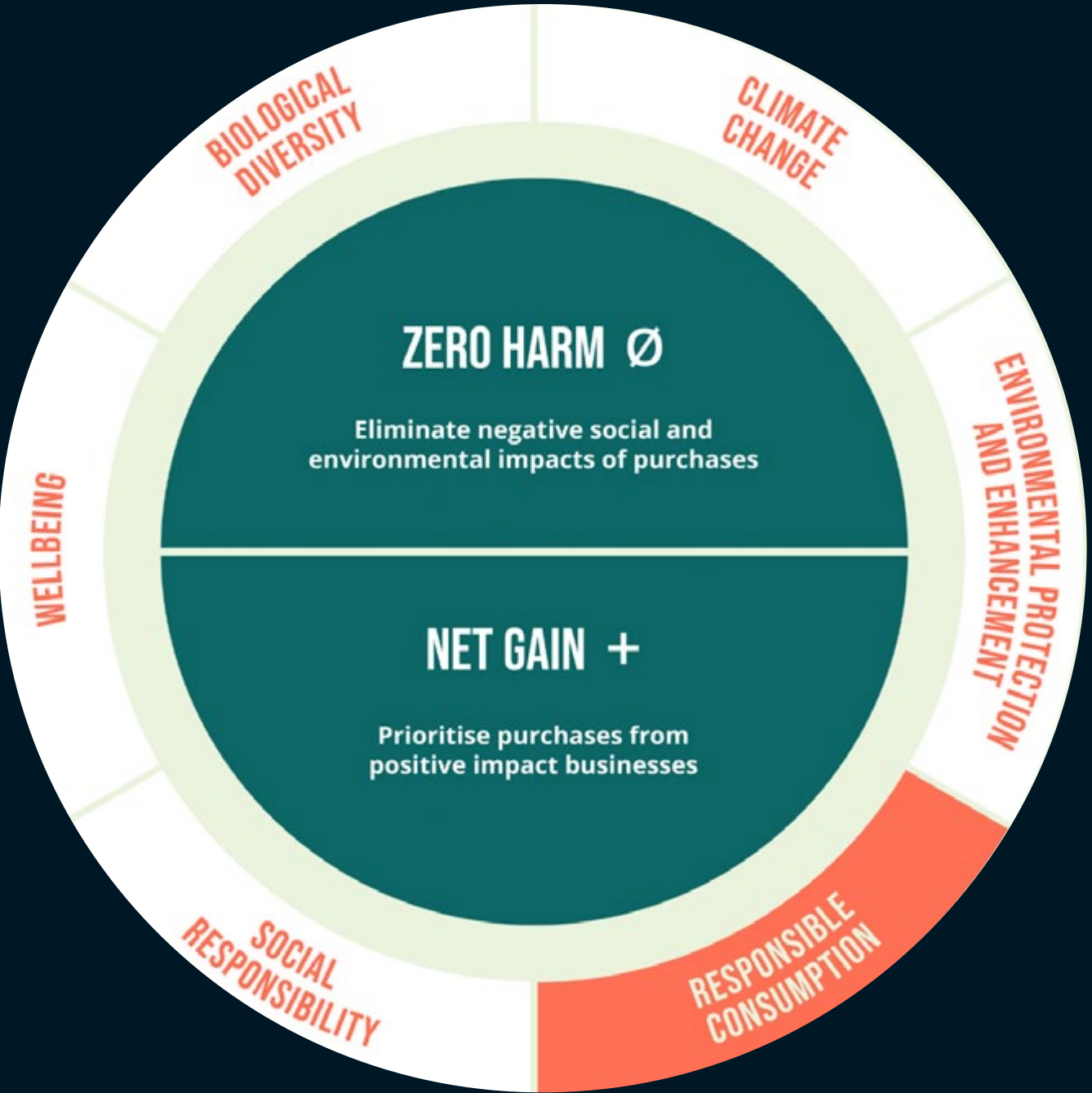
Resource use by individuals and businesses impacts all areas of society and the environment; resources used, pollution, waste, and worker exploitation, to name but a few impacts. Although use of resources is necessary to meet human needs, over consumption and waste is simply unnecessary and avoidable.

Responsible choices can have significant impact reductions and even positive impact.

As a business we have a responsibility to procure and use resources responsibly and to support our clients to this same end. Purchasing from ethical and sustainable businesses, with low and positive impact has immediate benefits. It also increases their market share, so not only has a direct impact on the environment and/or society, but helps to encourage industry wide shifts.

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION





OPERATIONAL PERFORMANCE

Operationally responsible consumption is driven by our Environmental Management System (EMS) and our Sustainable Procurement Policy.

WE CREATED AND LAUNCHED A SUSTAINABLE PROCUREMENT POLICY ENCOURAGING PURCHASES FROM SUPPLIERS WITH:

- ZERO OR MINIMAL ENVIRONMENTAL OR SOCIAL IMPACTS
- OR POSITIVE IMPACT BUSINESSES

44% INCREASE IN PURCHASES FROM LOCAL SUPPLIERS AND SMALL BUSINESSES.

WORKED WITH A NEW SUPPLIER TO RECYCLE OLD PPE IN 2022. 14 BAGS WERE RECYCLED ACROSS 3 OFFICES, DIVERTING THE WASTE FROM LANDFILL.



USED PEDAL ME TO MOVE EQUIPMENT FROM STORAGE TO LONDON OFFICE.

SERVICE PERFORMANCE

Our services do not include significant material or product purchases and as such have a limited negative impact.

FLEET REDUCTION Ø

Reduced the size of our fleet of vehicles to use alongside hire cars/vans to have a more flexible fleet and to ensure we don't have vehicles which are unused during winter months. Our fleet has reduced by 5 over 2022 and 4 over 2021 to 9 vehicles. This reduction also removed more polluting diesel vehicles.

REPURPOSE DON'T PURCHASE Ø

USING EXISTING MATERIALS RATHER THAN BUYING NEW

Rather than buying new traps, the Lewes team re-use plastic drink bottles, sterilising them after each survey.

Reptile matting is made from felt roofing material and are re-used on projects until these are also no longer fit for purpose.

The Lewes team have re-purposed hi-vis clothing that is no longer fit for purpose by cutting it into strips. These hi-vis strips are used to mark where dormouse tubes are. This replaces the need to buy plastic marker tape, and therefore reduces our consumption of plastics, while also extending the life of hi-vis clothing that would otherwise be taken to landfill.

These low-tech examples are indicative of the culture in the business, where our employees are constantly looking to reduce, re-use and recycle.

PROMOTING CIRCULAR ECONOMY Ø

Temple has delivered a bespoke training package to Network Rail Staff on the key policy and legislative framework areas for carbon and the circular economy relevant to the sector.





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SOCIAL RESPONSIBILITY

Arguably our whole business purpose aligns to the classic definition of social responsibility, i.e. that business acts in a manner that benefits the whole of society and the environment, not simply shareholder profit. In our strategy when we refer to social responsibility we are focussing on our societal impacts, where we add social value or our attention to ethical conduct.

4

QUALITY
EDUCATION

5

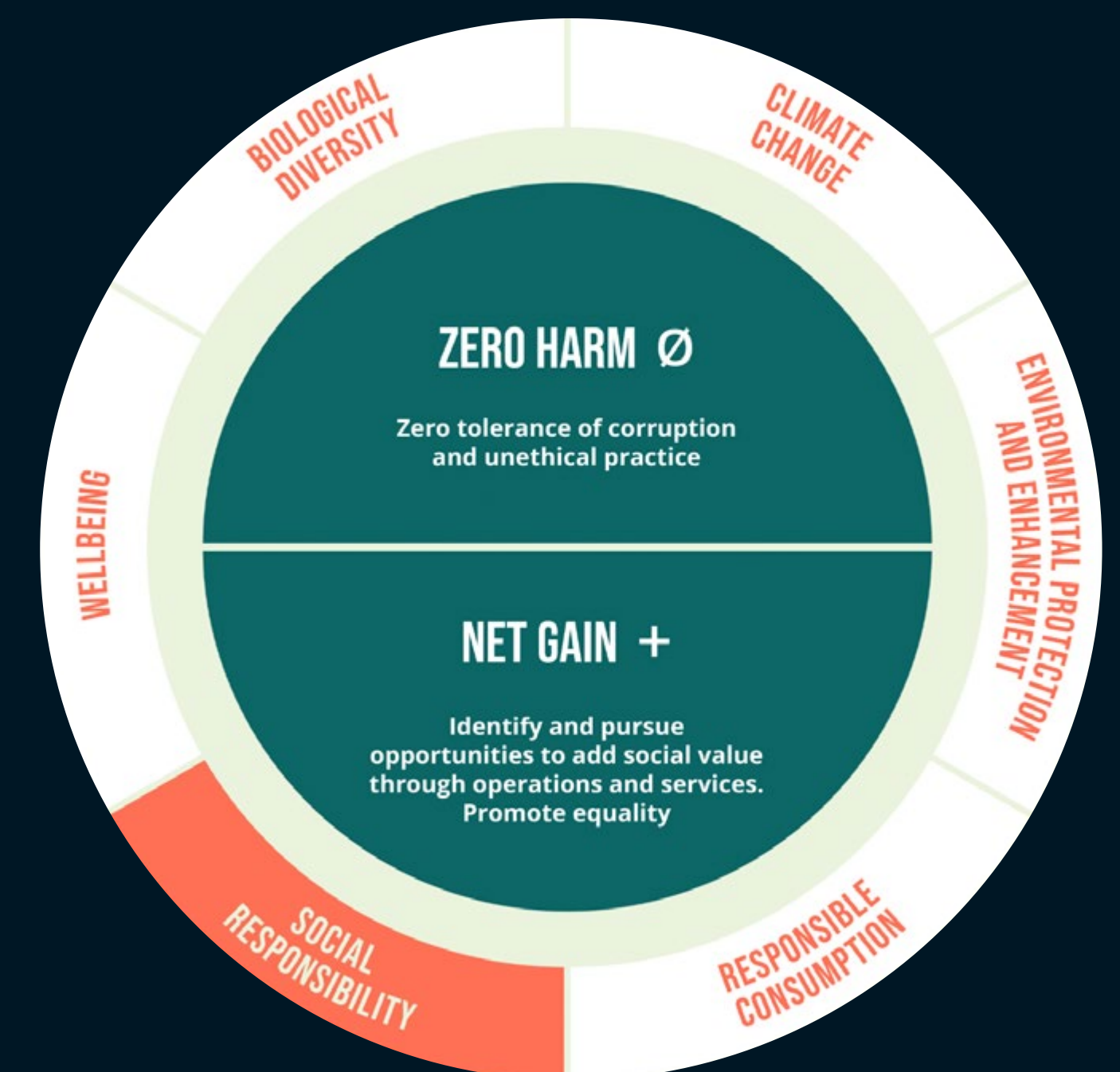
GENDER
EQUALITY

10

REDUCED
INEQUALITIES

15

LIFE
ON LAND





OPERATIONAL PERFORMANCE

Our zero tolerance objective is largely driven through our management systems policy and procedures. We have had no corruption or unethical practices identified through our controls or whistleblowing.

WE MONITOR DIVERSITY WITHIN THE COMPANY TO ASSESS THE EFFECTIVENESS OF OUR DIVERSITY AND INCLUSION POLICY AND PROGRAMMES, OUR CURRENT PERFORMANCE, AVERAGED FOR THE YEAR, IS:

TOTAL EMPLOYEES	176
FEMALE	52%
MALE	48%
BAME	7.5%
DISABLED	4.5%

TO INFORM AND PREVENT WE ACTIVELY TRAIN OUR EMPLOYEES ON RELEVANT ANTI-CORRUPTION AND ETHICAL TOPICS, IN THE PAST YEAR THESE INCLUDED:

SEXUAL HARASSMENT	95%
ANTI-BRIBERY	98%
EQUALITY, DIVERSITY AND INCLUSION	94%
UNCONSCIOUS BIAS	91%

% of Staff who completed courses

COMMUNITY

VOLUNTEERING 39 DAYS +

- Including sessions with:
- ICanBe, introducing 7-8-year-old girls to the variety of careers expanding their horizons, bolstering their curiosity and confidence.
 - IEMA Northwest group, woodland management. (picture above)
 - Ongoing volunteering at Elderflower Fields festival in Sussex, alongside Sussex Wildlife Trust. Bat detecting activities across three nights with 45 families. (picture below, but not bat detection unfortunately)

CHRISTMAS FOODBANK COLLECTION +

Three offices collected items for donation to Southwark Foodbank, Trussel Trust and Mustard Tree.

CHARITABLE GIVING £480 +

Temple supports employees in their charitable endeavours which align with our core values. In 2022, Temple supported employees with fundraising for organisations such as PlantLife, Aspire and Cambridge Youth Opera.

We also sent a team to compete in JLL Property Triathlon contributing to the £179,000 JLL raised in 2022 for WWF



DEVELOPMENT AND IMPLEMENTATION OF OUR SOCIAL VALUE POLICY COMMITTING US TO MANAGING, MONITORING, AND REVIEWING THE SOCIAL VALUE THAT OUR ORGANISATION CREATES THROUGH ENGAGEMENT WITH OUR CLIENTS AND THE COMMUNITIES WE WORK WITH. IT IS ALIGNED TO THE GOVERNMENT'S SOCIAL VALUE MODEL. +

SERVICE PERFORMANCE

Within our service offering we have two distinct ways of impacting, the first and most straightforward is via our Socio-economics and Social Value team, which as the name suggests is primarily focussed on delivering these services for our clients. The second is where we agree added social value alongside a core service offering, for instance and Environmental Impact Assessment (EIA). This section explores examples of these service impacts.

POST COVID COMMUNITY GROUP ENGAGEMENT +

- Assisting a council to identify and engage hard to reach groups.
- 60 stakeholder interviews
 - Facilitated 1 workshop
 - 54 community organisations identified for relationship building

QUALITATIVE AND QUANTITATIVE RESEARCH INTO TRANSPORT RELATED SOCIAL EXCLUSION (TRSE) EFFECTS +

Identified that 21.35% of people in the North are at high risk of TRSE.

This research allows the local authorities to adjust policy and spending to negate TRSE.

County-wide consultation to enable the passing of the Local Transport Plan 4, which previously had not been passed due to an unrepresentative consultation. Report used in committee, and subsequently passed. The Local Transport Plan is fundamental to the county's Net Zero strategy.

Consultation included 1774 participants

RAPID HEALTH IMPACT ASSESSMENT (HIA) WAS PREPARED BY TEMPLE +

It was submitted in support of a planning application for the proposed 10 residential.

Once operational, the replacement of garages with 10 socially rented residential units, will provide several people with a high-quality place to live, with good levels of amenity. The local community will also experience positive health effects through the provision of enhanced open space and child play space.

In total 6 positive health impacts and 4 negligible.

SOCIAL VALUE ENGINE +

Submitted in support of a planning application for a proposed 22 residential unit scheme. The detailed planning application will be submitted to the London Borough of Tower Hamlets on behalf of Tower Hamlets Homes.

Once operational, the replacement of garages with 22 socially rented residential units (including some that are wheelchair accessible), will provide a small number of people with a high-quality place to live, with good levels of amenity and energy efficiency. Secure cycle parking will also be provided, along with improvements to the public realm and accessibility through the Site. The local community will also experience positive health effects through the provision of enhanced open space and child play space.

In total 7 positive health impacts and 2 negligible.



SOCIAL VALUE ENGINE +

Temple regularly makes social value commitments beyond our contracted services. To better understand these and the value they provide, we undertook a study utilising the Social Value Engine (developed by Rose Regeneration and East Riding of Yorkshire Council) This tool assess return on investment and aligns to the UN SDG's.

Seven commitments were assessed, resulting in a return on investment of

£1.27 FOR EVERY
£1.00 SPENT

VALUE BY UN SDG	
4. QUALITY EDUCATION	£717.75
8. DECENT WORK & ECONOMIC GROWTH	£30,176.73
11. SUSTAINABLE CITIES & COMMUNITIES	£8,297.48
13. CLIMATE ACTION	£22,768.59
TOTAL	£61,960.55





WELLBEING

Wellbeing is a broad topic, which acknowledges the negative impacts business activities can have on employee and others health. It also acknowledges the positive impact that can also be achieved, for instance meaningful employment and opportunity enhances self-worth and has associated health benefits.

Any project that recommends and then results in the provision of publicly accessed green spaces with enhanced planting, habitat creation, trees and areas of species-rich plants, as many of our projects do, helps the wellbeing of the local residents and as such our ecological work also connects with wellbeing.

3

GOOD HEALTH AND WELL-BEING

4

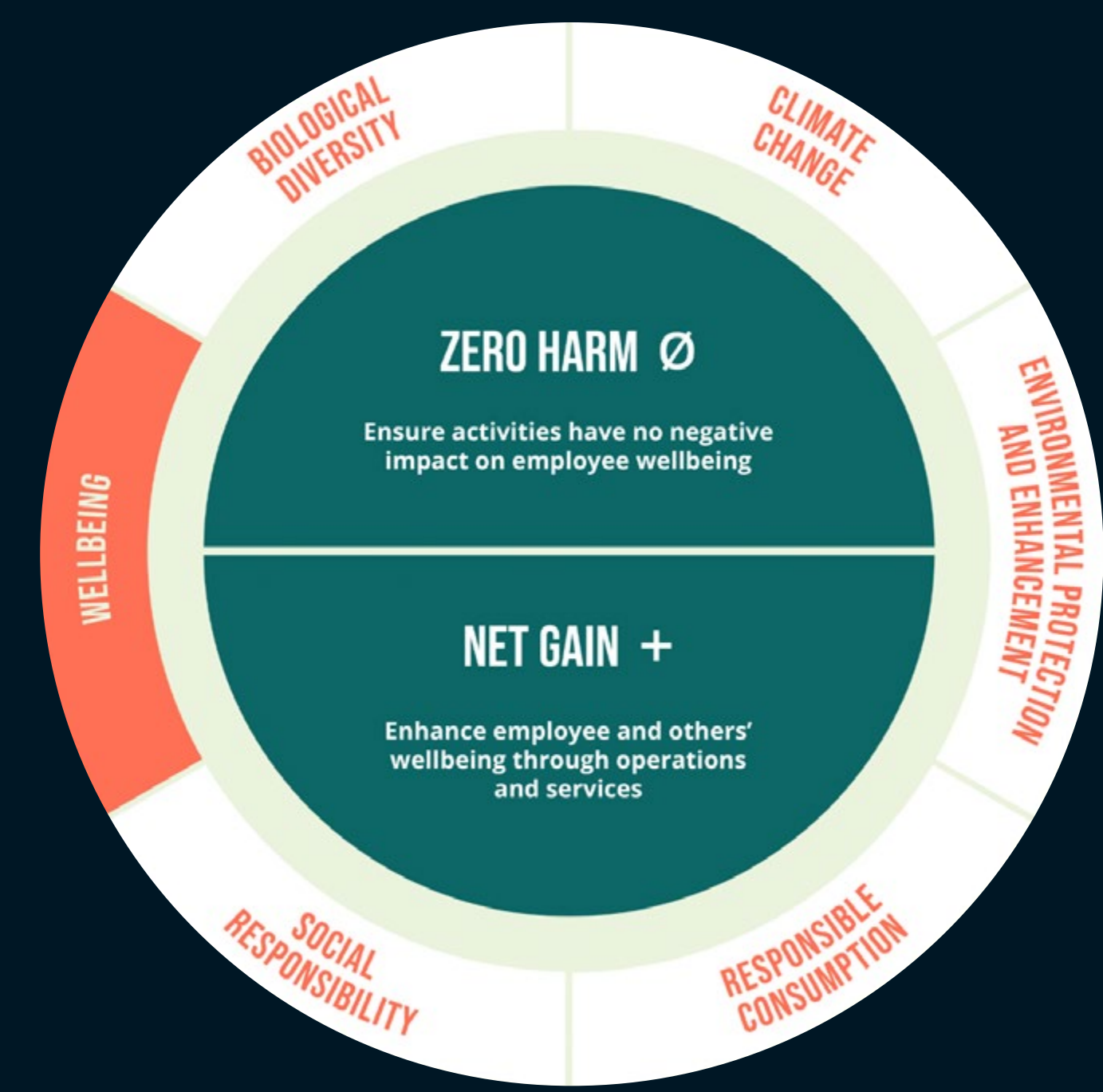
QUALITY EDUCATION

8

DECENT WORK AND ECONOMIC GROWTH

11

SUSTAINABLE CITIES AND COMMUNITIES





CEO

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OPERATIONAL PERFORMANCE

Employee wellbeing is managed through our occupational health and safety management system, our wellbeing programme and career development.

EMPLOYEE ASSISTANCE PROGRAMME					Ø
All employees have access to use an Employee Assistance (EAP) programme. This service provides free confidential advice to all employees, the usage data indicates the level of usage and can be seen as a reflection of the general wellbeing of our employees.	TYPE	CASES	%	SESSIONS	%
	EAP FILE	20	6.3	42	5.4
	SAP	6	1.9	5	0.6
	WEB HITS	293	91.8	734	94
	TOTAL	319	100	781	100

HEALTH AND SAFETY (H&S) ACCIDENTS AND INCIDENTS		Ø
NEAR MISS	5	WE ARE A LOW ACCIDENTS OR INCIDENT BUSINESS, WITH NO RIDDOR REPORTABLE INCIDENTS
MINOR INJURY (<3 DAYS)	11	
HAZARD/UNSAFE ACT	2	
DAMAGED EQUIPMENT (NO INJURY)	1	
CAR DAMAGE (NO INJURY)	5	

WELLBEING PROGRAMME

Ø/+

The Temple Wellbeing team was relaunched in 2022. This group meets regularly to develop initiatives aimed at improving our employees' mental and physical wellbeing. Initiatives in 2022 included:

- MENTAL HEALTH AWARENESS WEEK (2-8 OCTOBER)
Daily emails covering Mental Health at Work, Walking and Mental Health, Loneliness and Volunteering. We also organised a Mental Health Webinar presented by an external advisor (Sally Desborough, Your Wellbeing Hub).
- NATIONAL FITNESS DAY
Lunchtime walks organised in London, Lewes and Manchester with around 30 people taking part.
- WORLD MENOPAUSE DAY
Companywide information and virtual Menopause Café arranged.
- END OF SEASON SOCIALS
Attended by the majority of employees were held in our London, Lewes, Lichfield, Wakefield, Manchester and Norwich offices at the ecology survey season, to thank staff for their hard work and encourage the team to wind down after a busy summer.
- FINANCIAL WELLBEING
Temple has partnered with Schroders Personal Wealth (SPW) to provide access to educational content focussing on how to look after your financial wellbeing and plan for the future.
- Several of our offices are dog friendly and the presence of dogs can help to create a calming atmosphere as well as helping to ensure that employees leave their desks to go for a walk at regular intervals.
- Wellbeing information and guidance is also provided monthly in the staff newsletter and includes details of Able Futures (able-futures.co.uk) which provides free mental health support for all employees, available via phone, email or video calls. Able Futures also produces webinars which are shared with employees through the staff newsletter.

CAREER DEVELOPMENT

+

AS A LEARNING ORGANISATION WE ARE COMMITTED TO THE DEVELOPMENT OF OUR PEOPLE

12

LUNCH AND LEARN SESSIONS

4

INTERNAL ECOLOGY CPD

142

EXTERNAL TRAINING COURSES

PERSONAL DEVELOPMENT IN 2022

+

QUALIFICATION	NO OF PASSES
APM PROJECT FUNDAMENTALS	10
BA	1
CIPD LEVEL 5	2
CIPD LEVEL 2 EQUALITY, DIVERSITY & INCLUSION	1
IEMA PROFESSIONAL MEMBERSHIP	1
IEMA PRACTITIONER MEMBERSHIP	3
IEMA ASSOCIATE MEMBERSHIP	2
MSC	4
MRTPI	1
QTRA	3

SERVICE PERFORMANCE

Many of our services have a direct impact and indirect impact on society wellbeing, for instance ecological protection and enhancement, environmental protection preventing noise nuisance, and we have reported these in other impact areas. The following is a small summary of additional impact we have had in this area.

HEALTH ASSESSMENT WORKING GROUP

Ø/+

We have co-chaired the Institute of Environment and Management (IEMA) Health Assessment Working Group, co-ordinating several meetings and circulating minutes/actions. We've co-authored two sets of guidance on 'Effective Scoping of Health in EIA' and 'Determining Significant Health Effects in EIA'. Both of these have taken account of multiple stakeholder inputs from England, Ireland, Wales and Scotland, as well as the IEMA Impact Assessment Steering Group.

LANDSCAPE AND ECOLOGICAL MANAGEMENT PLAN

+

Following a BREEAM report in 2020, Temple issued a 20-year Landscape and Ecological Management Plan (LEMP) for this public, urban site, advising the client to enhance and maintain the site for pedestrians and biodiversity. Design objectives for a pedestrian priority route included;

- A mature and naturally shaped tree canopy of disease resistant elm, adding to Brighton's legacy as home to over 17,000 elm trees;
- A mature tree canopy to act as wind mitigation and provide a comfortable pedestrian environment;
- An accessible, well-lit, and safe street with tree clear stems of at least 2.5m to allow clear sightlines;
- Enhanced biodiversity and habitat potential due to extent of tree canopy and varied understorey planting in Lower Mighell Street.

This has resulted in a direct enhancement of ecological and social value for this large site.

IEMA QUALITY MARK

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TEMPLE HAS PROVIDED TECHNICAL INPUT TO THE HEALTH ASSESSMENT WORKING GROUP AND CO-AUTHORED NEW GUIDANCE ON HUMAN HEALTH IN EIA



Photograph by Paul Hill, Principal Consultant at Temple

CEO

ABOUT US

PERFORMANCE

GOALS

BIOLOGICAL DIVERSITY

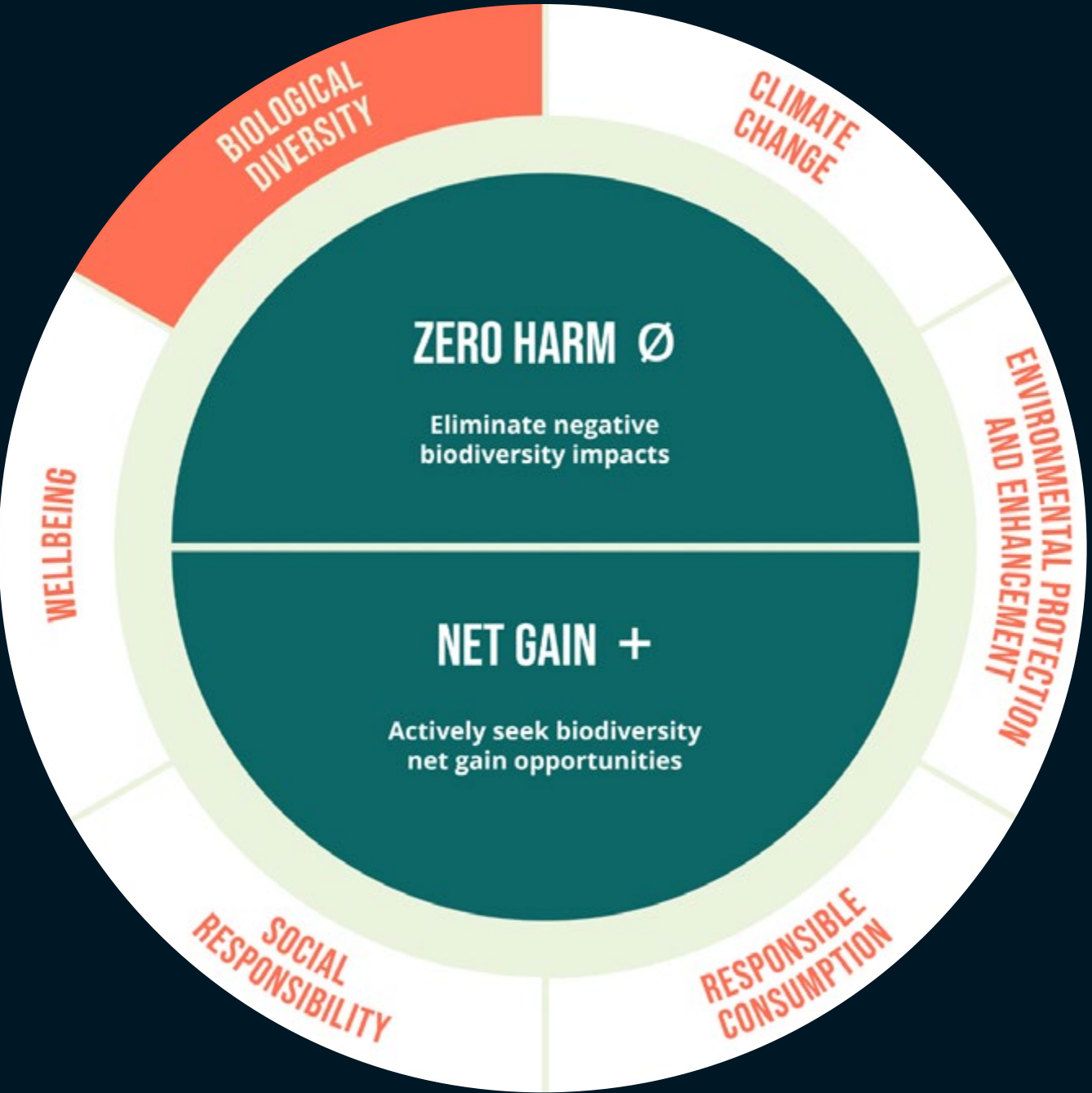
Humans are part of nature, not removed from it. We cannot thrive without a healthy natural environment, the direct and indirect ecosystem service contributions, often referred to in terms of natural capital, i.e. the elements of nature that have direct value to society, such as biodiversity, minerals and other resources. These ecosystem services are examples of instrumental value. We should also recognise nature's intrinsic value, that it has value independent of human uses, a more philosophical point, but none less valid. The interconnectivity of climate change and biodiversity is profound and as such both topics should be considered together.

Operationally our impact on biodiversity is limited, but our ecological services provide many opportunities for us to eliminate negative impacts and to have a positive impact through biodiversity enhancement for our clients.

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND





OPERATIONAL PERFORMANCE

Operationally, as a service business we have few negative impacts on biodiversity, and few opportunities to have positive impacts. The two areas where we have greatest positive impact are in our volunteering activities, which is covered in the Social Responsibility Impact section, and in our carbon footprint additional off-set which is explained here.

LOCH NESS AFFORESTATION PROJECT, SCOTLAND - ADDITIONAL OFF-SET WITH ADDED VALUE

As part of our zero carbon policy we recognised that biodiversity gain is an essential part of mitigation and adaption for climate change, and as such included that in our off set criteria as :

- Biodiversity net gain
- UK based scheme
- Public access for social value

Unfortunately, it was not possible to meet these criteria and achieve a formal ‘carbon neutral’ status. Believing that our criteria were correct, we saw this as an opportunity to do both.

We committed to exceeding carbon neutrality, by further offsetting Scope 1 and 2 emissions (372tCO₂) in the Loch Ness Afforestation project in Scotland, a two phase, 92-hectare native woodland restoration project.

Why this scheme?

The UK currently ranks in the lowest 12% of countries and territories globally for biodiversity intactness.

In Scotland this evidence is strong, having experienced massive deforestation with Scotland’s Nature Agency highlighting that native woodland covers just 4% of the total land area.

However, the highlands offer a unique canvas for habitat restoration, a climate resilient environment presenting an opportunity for carbon projects at scale

The project expands on existing woodland, planting a diverse range of native tree species including Caledonian Scots pine and the reintroduction of rare species such as aspen.

Already inhabited by red and black grouse, golden eagles, and several native deer species, including roe and red. Through the project expansion, one of the aims is the planting will provide a wildlife corridor to the adjacent forest enabling red squirrels and pine martins to populate the estate.

The estate owners are obligated to reinvest a proportion of the money received into additionality projects such as peat conservation, public access, and ecotourism. Contributing to wider societal and environmental benefits.

Furthermore, the right to roam in Scotland ensures the nature-based habitat enhancements will be equally accessible to the public to respectfully enjoy. Scheme managed by Highland Carbon.

SERVICE PERFORMANCE

Ecological services are a major part of what we do, here is a small sample of some of the protection and enhancement we have achieved in 2022.

HOUSEBUILDER EARLY ENGAGEMENT 2022

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Early engagement with the client informed the landscape design to protect sensitive habitat features around the site Resulted in a buffer area around the site boundary where the hedgerow (which provide suitable habitat for bats and dormouse) will be protected from damage and disturbance.

A new pond will be established to provide habitat improvements to the site which currently comprises only grassland, scrub and hedgerow.

KESTREL NEST PROTECTION

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Temple provided an Ecological Clerk of Works (ECoW) to oversee urgent remedial works to a pylon, close to Doncaster, where nesting kestrel were present. Works were overtaken over a period of three days, with the ECoW ensuring that the nest and the chicks were safeguarded throughout. The adult birds continued to visit the nest throughout and at the conclusion of works, indicating that the works had been completed without disturbance to the birds.



C.350 ECOLOGY PROJECTS COMPLETED IN 2022

BAT PROTECTION

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Surveys conducted by Temple found day roost for brown long-eared, common pipistrelle, soprano pipistrelle bats and one serotine bat. A bat mitigation strategy was put in place, including provision of additional roosting opportunities for bats and temporary roosts for any displaced bats.

BIODIVERSITY NET GAIN (BNG)

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After completing BNG calculations of the site, Temple recommended ecological enhancement including rain gardens, a new native hedge and new woody scrub planting. Habitat was enhanced, resulting in an increase in biodiversity and habitat for protected species.

WATER VOLE HABITAT CREATION AND MANAGEMENT PLAN

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Temple was commissioned to undertake pre-commencement surveys and provide an Ecological Clerk of Works (ECoW) for this river restoration project in Lincolnshire. The presence of water vole was confirmed on site, and Temple staff closely supervised works, which included the creation of new ponds and ditches, to ensure water vole were safeguarded throughout. Temple also produced a detailed Habitat Management Plan to ensure long-term suitability of the site for water vole.



LANDSCAPE ECOLOGICAL MANAGEMENT PLAN (LEMP)

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The aims of the LEMP were to enhance biodiversity across the site, promote use of plants recognised to provide value to wildlife and provide conditions suitable for regional and local Biodiversity Action Plan (BAP) species and species of principal importance. Installation and management prescriptions were recommended for the planting of 58 trees across the site, biodiverse roofing, bat and bird boxes. The LEMP details the measures to enhance biodiversity and ecology at the site and provide ecology and landscape prescriptions for the next five years, benefitting local BAP species such as house sparrow and swift, invertebrates including pollinators, and bats.



HOUSEBUILDER EARLY ENGAGEMENT

Ø/+

Early engagement with the client informed the landscape design to protect sensitive habitat features around the site. Resulted in a buffer area around the site boundary where the hedgerow (which provide suitable habitat for bats and dormouse) will be protected from damage and disturbance. A new pond will be established to provide habitat improvements to the site which currently comprises only grassland, scrub and hedgerow.

STANDARD TREES

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Agreed with the client the planting of 90 standard trees rather than the use of whips to ensure greater survival and quicker uptake and time to target condition. Temple have also suggested a planting and management regime for the grassland and scrub on site, to enhance over the next 10 years.

BNG

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The original proposals for the project would have resulted in a net loss of biodiversity at this site in Yorkshire. Temple’s ecologists reviewed the plans and made a series of recommendations including the creation of new areas of habitat and the planting of new native species, along with detailed advice for future management. As a result, the development resulted in an increase in biodiversity of over 30% at the site.

BNG

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Temple provided detailed advice to the client on how to maximise net gains for biodiversity at this site in Sheffield. The extent of the biodiverse green roof was increased and a suitable biodiverse species mix specified, along with new tree planting and ground level planting beds. Overall, a net gain for biodiversity was achieved along with increased habitat connectivity across the wider area.



2023 GOALS SUMMARY

'WE LOVE CHALLENGES
ITS WHY WE EXIST'

CARBON	SERVICE IMPACT	SOCIAL RESPONSIBILITY & WELLBEING	ENVIRONMENTAL PROTECTION & ENHANCEMENT & RESPONSIBLE CONSUMPTION
<ul style="list-style-type: none">• PUBLISH OUR CARBON REDUCTION PLAN• REDUCE EMISSIONS BY 18% IN YEAR	<ul style="list-style-type: none">• EACH SERVICE TO DEVELOP AND DOCUMENT MEANS OF IMPACT MEASUREMENT	<ul style="list-style-type: none">• UPDATE AND ISSUE A NEW EQUALITY, DIVERSITY AND INCLUSION POLICY• LAUNCH NEW TEMPLE VALUES AND EVALUATE IMPACT• LAUNCH OF 'GIVING BACK' OUR PROGRAMME ALIGNING ALL ADDITIONAL SOCIAL AND ENVIRONMENTAL CONTRIBUTIONS• ISSUE WELLBEING STRATEGY	<ul style="list-style-type: none">• REVIEW AND UPDATE SUSTAINABLE PROCUREMENT POLICY TO PRIORITISE B CORP OR EQUIVALENT ORGANISATIONS

PERFORMANCE RELATED TO GRI AND SDG'S

The following tables cross reference where our impact areas, and performance correlate to the UN Sustainable Development Goals and the Global Reporting Initiative GRI standard disclosures.

SUSTAINABLE DEVELOPMENT GOALS (SDG)												
	3 GOOD HEALTH AND WELLBEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	8 DECENT WORK & ECONOMIC GROWTH	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES & COMMUNITIES	12 RESPONSIBLE CONSUMPTION &	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE & STRONG INSTITUTIONS
BUSINESS EXPLANATION												
SUSTAINABILITY STRATEGY												
CLIMATE												
Ø ZERO CARBON (CO2E) BUSINESS (EMISSIONS AND EMBODIED).									●			
+ SUPPORT CLIMATE CHANGE RESILIENCE AND ADAPTION									●			
+ ACTIVELY PURSUE OPPORTUNITIES FOR CARBON CAPTURE									●			
ENVIRONMENTAL PROTECTION AND ENHANCEMENT												
Ø ELIMINATE ALL NEGATIVE ENVIRONMENTAL IMPACTS				●				●		●	●	
+ IDENTIFY AND PURSUE OPPORTUNITIES FOR POSITIVE ENVIRONMENTAL IMPACT				●				●		●	●	
RESPONSIBLE CONSUMPTION												
Ø ELIMINATE NEGATIVE SOCIAL AND ENVIRONMENTAL IMPACTS OF PURCHASES								●				
+ PRIORITISE PURCHASES FROM POSITIVE IMPACT BUSINESSES								●				
SOCIAL RESPONSIBILITY												
Ø ZERO TOLERANCE OF CORRUPTION AND UNETHICAL PRACTICE												●
+ IDENTIFY AND PURSUE OPPORTUNITIES TO ADD SOCIAL VALUE THROUGH OPERATIONS AND SERVICES		●	●			●						
+ PROMOTE EQUALITY			●			●						
WELLBEING												
Ø ENSURE ACTIVITIES HAVE NO NEGATIVE IMPACT ON EMPLOYEE WELLBEING	●				●		●					
+ ENHANCE EMPLOYEE AND OTHERS' WELLBEING THROUGH OPERATIONS AND SERVICES	●	●			●		●					
BIOLOGICAL DIVERSITY												
Ø ELIMINATE NEGATIVE BIODIVERSITY IMPACTS										●	●	
+ ACTIVELY SEEK BIODIVERSITY NET GAIN OPPORTUNITIES									●		●	

CEO

ABOUT US

PERFORMANCE

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GLOBAL REPORTING INITIATIVE (GRI)

	204-1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS	205-2 COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES	2-23 STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY	2-23 POLICY COMMITMENTS	3-1 PROCESS TO DETERMINE MATERIAL TOPICS	3-2 LIST OF MATERIAL TOPICS	3-3 MANAGEMENT OF MATERIAL TOPICS	302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION	302-4 REDUCTION OF ENERGY CONSUMPTION	304-2 SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY	304-3 HABITATS PROTECTED OR RESTORED	305-1 DIRECT (SCOPE 1) GHG EMISSIONS	305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS	305-3 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS	305-5 REDUCTION OF GHG EMISSIONS	401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER	401-3 PARENTAL LEAVE	403-1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	403-5 WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY	403-6 PROMOTION OF WORKER HEALTH	403-9 WORK-RELATED INJURIES	403-10 WORK-RELATED ILL HEALTH	404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE	404-2 PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS	404-3 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES
BUSINESS EXPLANATION																		●								
SUSTAINABILITY STRATEGY			●		●	●	●																			
CLIMATE																										
Ø ZERO CARBON (CO2E) BUSINESS (EMISSIONS AND EMBODIED)				●	●	●	●	●	●			●	●	●	●											
+ SUPPORT CLIMATE CHANGE RESILIENCE AND ADAPTION									●						●											
+ ACTIVELY PURSUE OPPORTUNITIES FOR CARBON CAPTURE															●											
ENVIRONMENTAL PROTECTION AND ENHANCEMENT							●																			
Ø ELIMINATE ALL NEGATIVE ENVIRONMENTAL IMPACTS								●	●						●											
+ IDENTIFY AND PURSUE OPPORTUNITIES FOR POSITIVE ENVIRONMENTAL IMPACT										●	●															
RESPONSIBLE CONSUMPTION							●																			
Ø ELIMINATE NEGATIVE SOCIAL AND ENVIRONMENTAL IMPACTS OF PURCHASES								●	●																	
+ PRIORITISE PURCHASES FROM POSITIVE IMPACT BUSINESSES	●																									
SOCIAL RESPONSIBILITY							●																			
Ø ZERO TOLERANCE OF CORRUPTION AND UNETHICAL PRACTICE		●																								
+ IDENTIFY AND PURSUE OPPORTUNITIES TO ADD SOCIAL VALUE THROUGH OPERATIONS AND SERVICES				●																						
+ PROMOTE EQUALITY																										●
WELLBEING							●																			
Ø ENSURE ACTIVITIES HAVE NO NEGATIVE IMPACT ON EMPLOYEE WELLBEING																●	●	●	●		●	●				
+ ENHANCE EMPLOYEE AND OTHERS' WELLBEING THROUGH OPERATIONS AND SERVICES																	●		●				●	●	●	
BIOLOGICAL DIVERSITY							●																			
Ø ELIMINATE NEGATIVE BIODIVERSITY IMPACTS										●																
+ ACTIVELY SEEK BIODIVERSITY NET GAIN OPPORTUNITIES										●	●															



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