



# ESG Report

2025 - 2026

*Welcome,*

I am proud to introduce this year's ESG Report, which reflects both the progress we have made over the past year and the way sustainability, responsibility and long-term thinking continue to shape Project Group as it grows.

Since our last report, we have continued to strengthen how we operate. We have enhanced our governance arrangements to support the business as it scales and completed another year of independently verified carbon measurement. Being clear and transparent about our impact matters, and measurement remains essential to driving meaningful improvement.

The past year has also been one of significant growth. The successful opening of new offices, alongside continued expansion of the business, demonstrates the strength of our approach and the commitment of our people. Growth brings the opportunity to embed ESG principles more deeply into our decisions, growing in a way that reflects our values, not just our ambitions.

Our people remain central to this progress. Over the last year, Project Group colleagues contributed a significant number of volunteer hours in support of a wide range of charitable causes. The time, energy and care shown across these initiatives reflect the culture we are building and the positive role we seek to play in our communities.

We are also proud of the recognition achieved during the year, including membership of the Greater Manchester Good Employment Charter, being selected as a finalist in the Investors in People Employer of the Year Awards, and achieving the Positive Planet Bronze Award. These milestones reflect our ongoing commitment to responsible employment, environmental progress and continuous improvement.

Across the business, we continue to work collaboratively with our people, partners, and clients to deliver best-in-class service, with ESG at the heart of all we do. This report sets out the progress made to date and the foundations we continue to build as we look ahead with confidence, ambition, and a clear sense of responsibility.

*Jamie Watson*

Group Chief Executive Officer



# About Us

At Project Group, we create beautiful spaces for people to live, learn, work and socialise.

Founded in Halifax in 2010 with just three employees providing ff&e services for the purpose-built student accommodation sector, Project Group has grown significantly over the last two decades.

Today, we're proud to have a team of 185 people working across five offices, delivering projects for clients nationwide and across Europe.

Our growth has been fuelled by the success of five specialist businesses operating under the Project Group umbrella: Project Studio, Project Interiors, Project ff&e, Project Furniture and Project Furniture Residential.

Together, these businesses enable us to deliver exceptional results across key sectors including purpose built student accommodation, build to rent, co-living, PRS, coworking, leisure and hospitality, offices, and the public sector.

From design and furnishing through to fit-out, supply chain management and project aftercare, our end-to-end service is built on creativity, collaboration and quality.

Established

2010

Employees

185

Sectors

Student Accommodation | Build to Rent | Coworking | Co-living | PRS  
Hospitality | Commercial Office | Education | Healthcare | Defence



Manchester



Manchester



Darlington



Halifax



London



# Project Group

Operating across five core businesses, we deliver projects throughout the UK. From interior design and furnishing through to fit-out, supply chain management, and aftercare, our end-to-end service is built on creativity, collaboration, and quality.



The 2025 Mixology North Design Practice of the Year, providing full interior design services across all RIBA stages.



A specialist fit-out main contractor transforming concepts into functional spaces through expert design, supply, and installation.



An award-winning, leading UK provider of kitchens and fixed furniture, delivering ff&e solutions and installations for large-scale residential developments.



Turnkey furnishing and interior design solutions to create outstanding residential interiors.



A specialist in the procurement and installation of furniture with expertise across public and private sector frameworks.



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# 2025 Highlights

557 furniture items donated to charity partners



1500 individual reading sessions delivered

24 Mental Health First Aiders across the Group



Sponsored 3 grass roots teams



£68,220 donated and raised for charity

This total includes funds donated and raised during the year, as well as the estimated value of furniture donations.



40 charities supported

Over 500 volunteering hours provided



EMPLOYER RECOGNITION SCHEME  
SILVER AWARD

Approximately 177 tonnes CO<sub>2</sub>e (3693 items) saved through furniture refurbishment

Equivalent to taking approximately 40 petrol cars off the road for a year.

Launched partnership with **PlanBEE** Apprentice Scheme



# ESG Road Map

Our road map outlines the actions we are taking to build a more responsible and sustainable business.

Aligned with key United Nations Sustainable Development Goals, it demonstrates how we strengthen environmental performance, support our people and communities, and adhere to recognised industry standards - driving continuous progress year on year.



## 2022

- Became an accredited Real Living Wage Foundation employer
- Achieved Equality Register membership
- Launched Carbon Literacy employee training with Positive Planet and Carbon Literacy Project

## 2023

- Verified Scope 1, 2 and 3 emissions with Positive Planet
- Achieved Disability Confident Employer
- Provided employee electric vehicle scheme

## 2024

- Achieved Investors in People Silver Award
- Signed the Armed Forces Covenant Pledge
- Achieved the Armed Forces Covenant Employers Recognition Scheme Bronze Award
- Aligned company ESG policy to the UN Sustainable Development Goals
- Achieved Positive Planet certified Bronze Award
- ESG Impact finalists - Yorkshire HR Excellence Awards

## 2025

- Achieved Armed Forces Covenant Employers Recognition Scheme Silver Award
- Became Member of Greater Manchester Good Employment Charter
- Gained FSC re-certification
- Finalists Investors in People Employer of the Year Silver category

## 2026

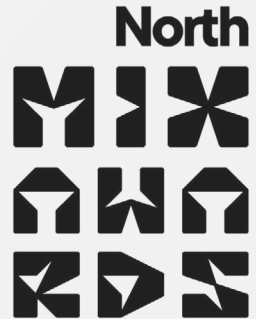
- Measure and validate carbon emissions for 2025
- Achieve Supply Chain Sustainability School Silver membership
- Increase the number of employee mental health first aiders by 5%
- Support future talent and social mobility through career partnerships with schools
- Achieve ISO 27001 recertification
- Complete ISO 9001, ISO 14001 and ISO 45001 surveillance audits

## 2040

- Achieve **Carbon Net Zero**

# Awards

Our awards and accreditations reflect the strength of our business and the expertise of our teams across design, delivery and collaboration.



## Project Studio

**Design Practice of the Year**  
Mix Awards North



Project Studio  
Design Practice of the Year  
Mix Awards North



## Project ff&e

**Supply Chain Partner of the Year - UK North**  
Sisk Supply Chain Awards



Project ff&e  
Sisk Supply Chain Awards



## Project Furniture

**Fastest Growing Small Business - Yorkshire**  
Ward Hadaway Fastest 50 Awards



Project Furniture  
Ward Hadaway Fastest 50 Awards



Environmental

2.0

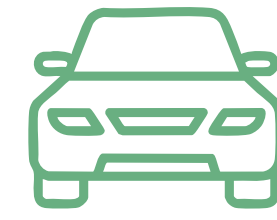
# Environmental Management

As both an organisation and as individuals, we understand the impact our activities have on the environment and recognise the serious challenge posed by climate change.

We are committed to protecting the world around us by reducing our environmental footprint through careful management of resources, waste, and emissions, and by embedding sustainable practices throughout our operations.

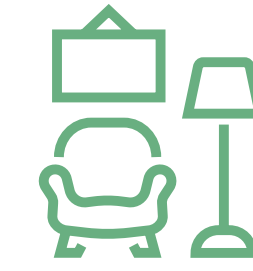


## Achievements



50%

increase in employees using the electric car scheme from 2024



3693

furniture items renovated



557

furniture items donated to charity partners



4th year

Carbon footprint independently measured with Positive Planet



Project Studio presented at a workshop for Students  
Leeds Beckett University, University of Salford and Northumbria University

## Approach

### Sustainable Design

Our in-house design team embeds sustainability at every stage - prioritising responsible materials, energy efficiency and waste reduction, supported by products with full Life Cycle Assessment data.

### Extending Product Lifespan

We extend the life of furniture through repair, refurbishment and renovation - keeping products in use for longer, reducing waste, and lowering both carbon impact and cost.

### Responsible Packaging

We minimise packaging at source, ensuring materials are reduced, reused where possible, and recycled appropriately to limit waste.

# Carbon Footprint Report



To support our ESG commitments, we align our carbon reduction approach with science-based targets, enabling us to monitor, track and reduce our emissions in line with recognised best practice.

To support this, we have partnered with Positive Planet, a leading sustainability and carbon consultancy dedicated to helping businesses reduce carbon emissions and achieve sustainability goals in the fight against climate change. As part of this commitment, we are actively working towards achieving Carbon Net Zero by 2040.

## Our near-term targets:

- Reduce scope 1 emissions by 50% by 2030.
- Reduce location-based\* scope 2 emissions by 50% by 2030.
- Reduce market-based\* scope 2 emissions by 100% by 2030.
- Reduce our scope 3 emissions per £m in revenue by 42% by 2030.

## Our long-term targets:

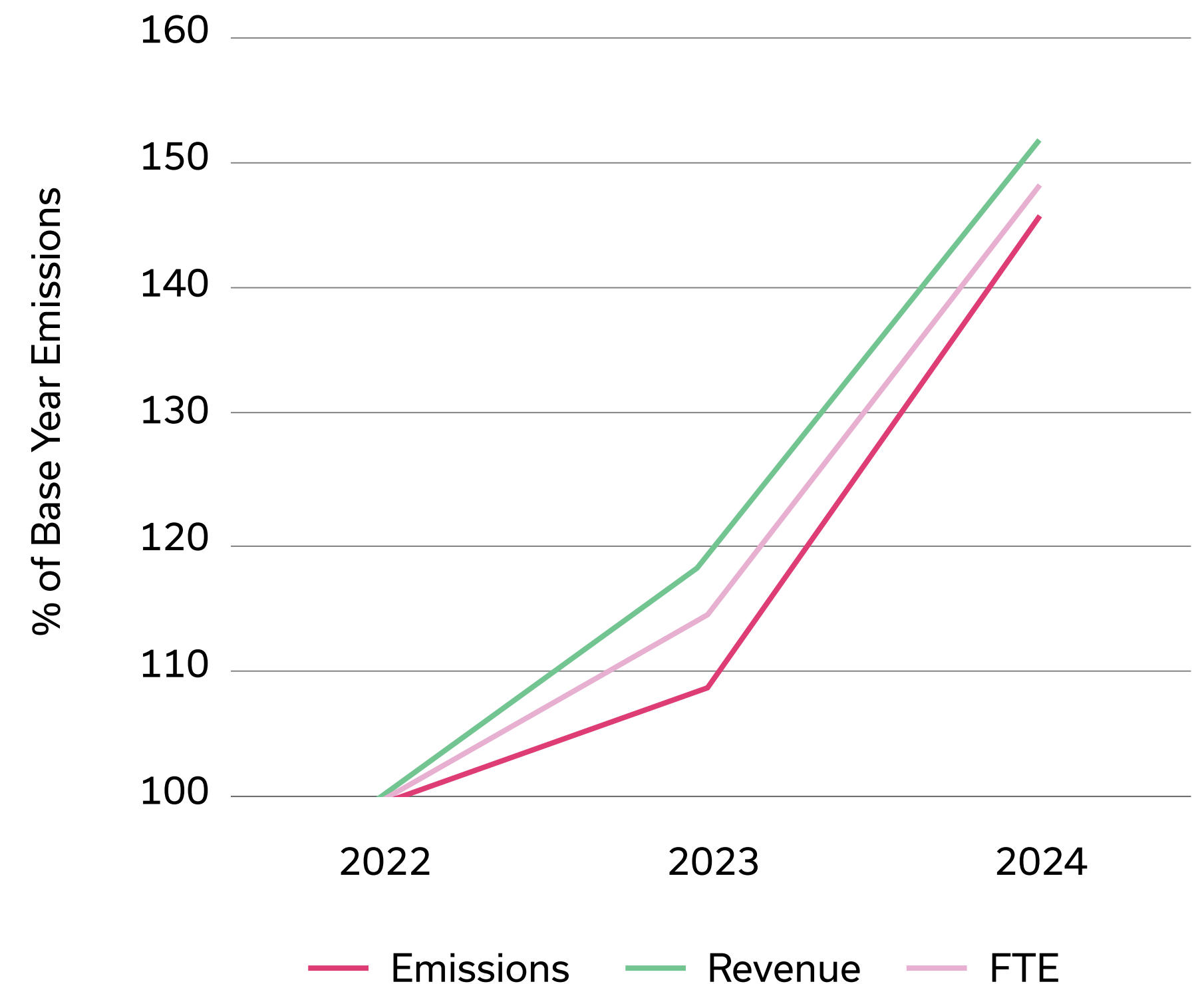
- Reduce scope 1 and location-based scope 2 emissions by at least 90% by 2040.
- Reduce scope 3 emissions per £m in revenue by at least 97% by 2040.
- Neutralise any residual emissions using verified carbon offsets.



\*Purchased electricity emissions are measured in two ways; the location-based method and the market-based method. The location-based method takes into account the emissions intensity of the grid from which the electricity was purchased, whilst the market-based method also takes into account the emissions intensity of the tariff and suppliers the reporting organisation has specifically chosen. The market-based method can therefore take into account purchases of renewable energy via a tariff. We have chosen to set targets based on both methods but will use market-based emissions in final reporting.

The graph illustrates that Project Group's increase in emissions closely aligns with growth in both revenue and full-time equivalent (FTE) employees, indicating that our sustainability performance has been maintained alongside business expansion. While overall emissions have risen, this reflects organisational growth rather than reduced efficiency.

Emissions, Revenue & FTE Change 2022 - 2024



# Measuring Carbon

Understanding and reducing our carbon impact is an ongoing priority. Through measurement, reporting, and certification with Positive Planet, we are building a more complete view of our footprint and identifying opportunities to improve.

Our 2025 Environmental Product Declaration (EPD) marks an important step in understanding product-level embodied carbon, supporting more informed choices and continuous progress towards net zero.



“

Through our ongoing partnership with Project Group, it is evident that they are committed to continually reducing the environmental impacts of their operations. Building on previous organisational assessments and carbon reduction initiatives, Project Group is broadening its sustainability efforts by undertaking Environmental Product Declarations (EPDs).

This work reflects their dedication to transparent communication of product level environmental performance to stakeholders and the wider public. In collaboration with Positive Planet, the EPDs being developed are across a range of products, providing customers with greater visibility into the lifecycle impacts of the items they use. By strengthening their understanding of supply chain impacts, Project Group demonstrates a determination to reduce environmental burdens not only at an organisational level, but across their global value chain. We look forward to continuing our partnership, supporting environmental impact reduction and driving increased sustainability awareness across the sector.

”

Alex Boase

Account Manager



# Circular Economy

Through our charity partnerships, we extend the life of furniture and reduce waste, while directly supporting those experiencing furniture poverty by helping to create safe, comfortable homes for communities in need. In 2025, Project Furniture Residential, Project ff&e and Project Furniture donated a combined 557 furniture items across our charity partners, with an estimated value of £45,000, ensuring products remained in use where they were most needed.

Alongside this, Project Furniture provide a comprehensive furniture refurbishment service that enables products to be repaired, refreshed and reused rather than replaced. During 2025, we refurbished 3,693 individual items of furniture, delivering an estimated carbon saving of approximately 177,000 kg CO2e. This impact is equivalent to taking around 40 cars off the road for a year, or the annual energy use of approximately 26 UK homes, demonstrating the significant environmental and social value of a circular approach.



Environmental



“

2025 was our busiest ever year at Mustard Tree, with more people seen, supported, and moved into accommodation than ever before.

With The Project Group’s partnership, we know we have an organisation we can rely on to donate food, clothing, furniture, and time. Both with reassuring consistency, but also at short notice, in times of urgency, we can count on Project Group to help.



”

Harry Dwan Fundraising Manager Mustard Tree

Charities supported in 2025:



557

furniture items donated to charity partners



3693

furniture items renovated





## Social & Community

2.0

# Charity Partnerships 2025

Supporting charities and community organisations is an important part of how we give back. Throughout 2025, our teams partnered with a range of organisations, contributing time, fundraising and practical support to causes that make a meaningful difference to people and communities.



supports the Armed Forces community, particularly those transitioning to civilian life. We contributed by donating furniture to families in need, helping to create safe and comfortable homes.



works to tackle poverty, inequality and homelessness across Greater Manchester. We supported their work through furniture, food and clothing donations, and four colleagues completed the Manchester Half Marathon as part of Team Mustard Tree, raising over £1,100.



is a volunteer-led programme providing free one-to-one reading sessions in primary schools to support literacy development. In 2025, we raised over £1,200 through fundraising activities, with four team members also volunteering weekly in local schools.



provides a safe and supportive space for military veterans and their families, focusing on mental health, connection and community.



part of the Pankhurst Trust, advocates for gender equality and supports those affected by domestic abuse. In 2025, we supported women and children in refuge through a Christmas gift drive and completed the refurbishment of a children's play area at one of their Manchester refuges.

# Community Engagement & Charitable Giving

Our ESG committee, with representatives from all five businesses, oversees our charity partnerships and social value initiatives. Group-wide charity partners are identified, while each business also has an individual charity budget to support causes that matter to them.

In addition to corporate partnerships, we encourage staff to support charities with personal significance, providing fundraising assistance where possible. Through collaborative events, we aim to engage employees and foster team spirit, whilst making a meaningful social impact.



Project Interiors Christmas Gift Drive  
Pankhurst Trust / Manchester Women's Aid

Total amount raised in 2025:

# £68,220

This total includes funds donated and raised during the year, as well as the estimated value of furniture donations.



Yorkshire Three Peaks charity walk  
Tommy's Voice



Manchester Half Marathon  
Mustard Tree

# Client Impact in Action

We are committed to supporting our clients in delivering meaningful ESG and social value initiatives, working collaboratively to support those in need while strengthening long-term partnerships. Through fundraising, charitable activities and community support, we help bring shared values to life.

In 2025, across our businesses we proudly supported 15 client-led initiatives, reflecting our ongoing commitment to making a positive social impact alongside our clients.



Donated food, selection boxes and socks to the Mustard Tree Community Shop at Christmas



Supported a number of initiatives including:

- Charity Golf Day
- Dragon Boat Race
- Easter Egg Donation



Attended the Healing Military Minds Gala Ball and provided sponsorship



Donated to Martin House Children's Hospice



Donated toys to the Salvation Army Christmas appeal



Entered the Charity Golf Day for Make-A-Wish UK and sponsored a hole on the day

Donated a raffle prize for Charity Bike Day fundraising for CRASH and The Mighty Quinn



Sponsored staff walking 100km for The Brain Tumour Charity



Entered a team into 'It's a Knockout' in support of North East Autism Society

# Tommy's Voice

As a formal signatory of the Armed Forces Covenant, Project Group is dedicated to ensuring that those who serve, and their families, are treated with fairness and respect. This commitment was recognised in 2025 when the company achieved the Silver Award in the Defence Employer Recognition Scheme.



By actively promoting organisations that uphold Covenant principles, including veterans' charities and cadet units, Project Group reinforces its ongoing support for the Armed Forces community. Since 2024, this has included a proud partnership with Tommy's Voice, a Yorkshire-based charity providing essential support to veterans and their families.



“

“Tommy's Voice provides an essential lifeline for the Armed Forces community, including veterans and their families. As a local “one-stop shop,” the charity offers immediate, face-to-face support for housing, benefits, and pensions, bypassing the lengthy processes often found with national organisations.

The charity's impact extends to vital mental health and suicide prevention services, facilitated through guided coffee mornings and peer-to-peer support.

Having worked with Project Group for a number of years, we are immensely grateful for their ongoing support. Through our close partnership, which includes collaborative efforts such as the Yorkshire Three Peaks fundraiser, Tommy's Voice continues to provide the rapid-response care necessary to support local veterans and save lives.

By hosting significant community events like their annual Christmas dinner, they also ensure that those facing social isolation always have a place to turn.

”

Mick Riley MBE Chair of Trustees



Impact in Action	Total raised: <b>£4,600</b>	
15 colleagues participated in Yorkshire Three Peaks	Hosted Christmas dinner for 50 veterans	Supporting community mental health and tackling social isolation



Yorkshire Three Peaks charity walk  
Tommy's Voice

# Schoolreaders

At Project Group, we believe that supporting our charity partners extends beyond financial and furniture donations, with volunteering time playing an equally important role. In 2025, our team contributed 555 hours of volunteering across a range of causes, including Schoolreaders, a charity we are proud to continue supporting.

“

Thank you to Project Group for their support for Schoolreaders through both volunteering and employee fundraising. By volunteering in local primary schools their staff team have collectively supported 72 children with over 1,500 one-to-one reading sessions to date. They also raised £1,274 during 2025, which will provide reading support for a further 32 children over the next year, improving literacy and life-chances.

”

Sally Wrampling CEO



Impact in Action

Total raised: **£1,274**

Supported 72 children

Delivered 1,500 one to one reading sessions

21 colleagues took part in a charity 5k run

# The Pankhurst Trust

Project Interiors is proud to provide ongoing support to Manchester Women's Aid, part of the Pankhurst Trust having recently completed the refurbishment of an internal play area, at one of their Manchester refuges.

The newly refurbished play area has been carefully designed with children's wellbeing at its core. It provides a safe, calming and engaging environment where children living in the refuge can play, learn and begin to rebuild a sense of normality during an extremely challenging time in their lives. By working closely with Manchester Women's Aid, we are proud to have contributed to an environment that prioritises safety and helping women and children on their journey towards freedom and independence.



Project Interiors refurbish Manchester refuges  
Pankhurst Trust / Manchester Women's Aid



Christmas Appeal  
Pankhurst Trust / Manchester Women's Aid



“

Over the past 12 months, Project Interiors have demonstrated a continued commitment to making a difference in their local community through their partnership with Manchester Women's Aid. Partnership is central to what we do, as only by working together can we keep individuals safe and support them in living a life free from domestic abuse.

Our work with Project Interiors reflects how organisations can use their time and resources to meaningfully contribute to those in need. Their support has enhanced the comfort and safety of our refuge spaces, directly improving the lived experience of women and children accessing our services.

This partnership has delivered measurable social value within the local community, and we continue to view Project Interiors as a dedicated and trusted partner.

”


**Ashleigh Saville** Project Manager



Impact in Action	Total raised: <b>£4,452</b>
Refurbished 1 refuge	
Donated 104 furniture items	
Donated gifts towards Christmas 'Gift of Hope' drive	

### Rough Times

- Suicide is the biggest killer of men under 45
- It is a leading cause of death in young people and new mothers
- Middle aged men are the highest at-risk group
- Your support can and will save lives



# Employee Wellbeing

## 3.0



# Staff Training and Apprenticeships

## Development Opportunities

At Project Group, we believe everyone should have the opportunity to reach their full potential. We provide comprehensive training and development programmes designed to equip our people with the knowledge, skills and capabilities they need to succeed. This not only supports individual growth but also ensures our work consistently meets the highest standards of quality and efficiency.

## Online Learning

Through our partnership with Express E-Learning, all staff have access to a dedicated online learning platform to support their ongoing development. We encourage proactive learning and expect all employees to complete a minimum programme of training each year.

## Health & Safety

We continue to invest in robust health and safety training, ensuring our teams are well equipped to work safely and responsibly. This includes certified training for safety representatives, first aiders, fire marshals and banksmen. All employees receive core training in areas such as manual handling and working in noisy environments, alongside additional sessions promoting workplace health and wellbeing.

## PlanBEE

In 2025, Project ff&e partnered with the PlanBEE (Built Environment Education) Apprenticeship Scheme. Apprentices join the company for 3 month placements, gaining hands-on experience on live projects, building confidence and understanding the wide range of career paths available within the construction industry.



Harrison Mather - PlanBEE Apprentice

“

Throughout my apprenticeship, I've yet to have worked on a project at such a progressed stage. Therefore, I'm intrigued to see how the fitting out system differs from my other experiences, and curious to what skills I can learn which can benefit my future career in construction.

My goal once I graduate the PlanBEE apprenticeship scheme is to secure a degree apprenticeship for September 2026. I'm interested in roles such as construction management, fire engineering, and health & safety.

”



Chloe Rimmer

PlanBEE Apprentice

# Industry Engagement

Project Group remains committed to sharing industry expertise and supporting the advancement of responsible, inclusive practices through active engagement across the sector. This year, our team actively championed best practice through several high-profile forums.

Group ESG and Social Value Director, Andrea Ball, and Group HR Operations Manager, Julie Davies, co-chaired a panel with the Greater Manchester Good Employment Charter, contributing to discussions on fair pay, reward and responsible employment practices.

In support of Living Wage Week, Andrea Ball also joined Group HR & Compliance Director, Tom Owens, at a Build Salford panel, reinforcing the importance of equitable pay and employment standards.

Within the Build to Rent sector, Project Furniture Residential Founder and Director Alistair Dickson and Creative Director Lauren Maylor participated in the Resident Choice Awards 2026, contributing to discussions on adaptable, future-focused amenity design. Alistair also shared his extensive BTR knowledge and experience as a guest on the Ged McPartlin podcast.

Supporting future talent, Project Studio Founder and Director Martin Dourish spoke at an industry event hosted by Solus, engaging architecture and design students and strengthening links between emerging professionals and the industry.



Project Furniture Residential as a guest on the Ged McPartlin podcast



Project Studio speaking at a Solus industry event



Project Furniture Residential hosting the Resident Choice Awards



Living Wage Week

# Investing in Our People



Our staff wellbeing initiatives provide training and support in the following ways:



In 2025, Project Group became a member of the Greater Manchester Good Employment Charter. With three of our businesses headquartered in Greater Manchester, we are deeply rooted in the region. Our membership demonstrates our commitment to championing good employment practices, raising standards and contributing to a stronger, fairer regional economy.



INVESTORS IN PEOPLE  
We invest in people Silver

Investing in our people is investing in our future. After achieving Investors in People Silver accreditation, we were proud finalists for the 2025 Employer of the Year Award (49-249 category). This reflects our dedication to a supportive, rewarding workplace where our team can thrive.



As an accredited Living Wage Employer, we believe fair pay is fundamental. Paying the real Living Wage ensures that everyone who works with us is rewarded with a wage that reflects the true cost of living, recognising their skill, effort and contribution.



Supporting the physical and mental wellbeing of our team is fundamental to our responsibility as an employer. In 2025, we provided refresher training for our 24 Mental Health First Aiders, ensuring they remain equipped to offer vital support for a further three years. We also hosted awareness sessions for all employees, providing practical tools and open discussion to foster a supportive, inclusive, and safe workplace.



Our staff all have access to an employee assistance app through our well-being partner Health Assured. The app helps to track wellness, improve mental health, and build resilience with features like an interactive mood tracker, personalised resources, mini health checks, and four-week wellbeing plans to support health goals.

# Staff Engagement and Benefits

Engagement is central to our culture. We are committed to creating an environment where everyone is empowered to share ideas and collaborate. To ensure our team feels valued, we provide several key benefits:

## Early Friday Finish

We finish early every Friday to support a healthy work-life balance.

## Weekly Staff Raffle

A weekly Friday raffle with various prizes

## Tastecard Subscription

All employees receive a Tastecard for discounts on dining, cinema, and attractions.

## Quarterly Awards

We recognise excellence through our quarterly ESG and Health & Safety awards.

## Quarterly Newsletter

Keeps our teams aligned by celebrating promotions, award wins, and completed projects across our businesses.





Governance

4.0

# Governance

Our governance framework ensures accountability, ethical conduct and effective risk management across our business. It is underpinned by robust policies, clear leadership oversight and externally certified systems, embedding responsible practices in how we operate and make decisions.

Through structured risk management and supply chain controls, we align with UK regulatory requirements and recognised standards, supporting consistent, responsible performance across all areas of the business.

## Our Governance Pillars

### Ethical Conduct

Code of Conduct & Whistleblowing

Anti-bribery & Conflict of Interest

### Risk & Compliance

Risk management framework

Health, safety and data protection

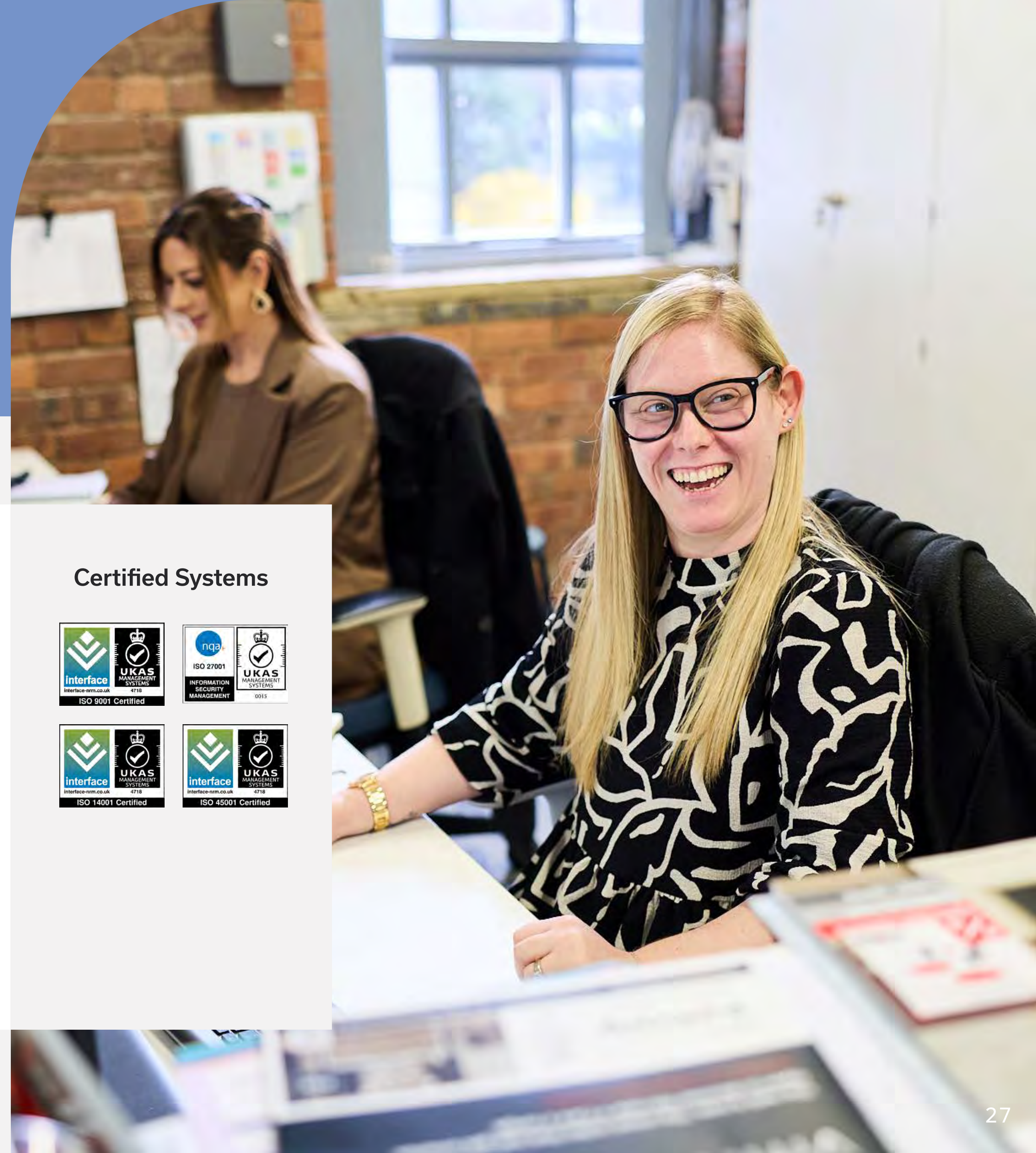
Modern Slavery compliance

### Supply Chain

Supplier code of conduct

Ethical sourcing and due diligence

### Certified Systems



# Certifications & Memberships



Project Group companies operate under the guidelines of several company policies, industry memberships and externally verified accreditations.





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