B Corp Impact Report

May 2025

Certified B Corporation



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1.0 Introduction

We are very proud to share HTA Design's first B Corp Impact Report.

Becoming a registered B Corp in May 2024 was a significant moment for the practice in formalising our commitment to being an ethical business and reaching ever higher levels of social and environmental responsibility. We have found ourselves instinctively aligned with the B Corp movement, as it reflects our long-held belief that caring deeply for both people and planet, is also extremely good for business.

As a multi-disciplinary design practice focused on creating better homes, and more sustainable places to live, we have long understood the crucial impact the design of the built environment plays in shaping people's lives, their wellbeing, and the opportunities presented to them. At a time when a chronic housing shortage has developed into an acute housing emergency, it has never been more important to understand and provide for the needs of our ultimate customers - the future residents of the places we design - alongside the requirements of our more immediate clients.

We are proud of our legacy and the progress made to date in setting a high bar against we judge our success. But we are even more energised by the future. The climate crisis, the housing emergency, and growing societal inequality present profound challenges, but also opportunities for innovation and leadership. We are grateful to our clients, partners, and the communities we work with for supporting our mission, and to our dedicated team whose creativity and values are the foundation of everything we do.

In this, our first B Corp Impact report, it highlights the progress we've made, from carbon reduction and inclusive recruitment to community outreach and ethical procurement. It sets out how we performed across the five B Corp pillars: Governance, Workers, Community, Environment, and Customers. It also offers insight into our internal culture, the outcomes of our work, and the areas where we are striving to do better.

We know there's more to do, but we are committed to the long-term work of building a fairer, more sustainable built environment. This report captures where we are and where we're heading.



Simon Bayliss

Simon Bayliss,
Managing Partner, May 2025



Our London Studio

Wallis Road, Hackney Wick

2.0 About us

HTA Design was founded in 2013, building on a legacy of over 50 years of innovation in housing and placemaking. With over 200 staff across four UK studios, we bring together architects, urbanists, landscape architects, planners and sustainability experts to shape places.

We believe that everyone deserves a safe, healthy home, and that well-designed, sustainable environments are essential to building a more equitable and prosperous society.
Our work integrates nature rich spaces, high-performing buildings, design to support communities today and long into the future.

Why we wanted to join B Corp

B Corp is a global movement of businesses committed to using their influence as a force for good. For HTA, B Corp certification reflects our long-standing values and gives us a robust framework to deepen our impact across governance, environment, workers, community and customers.

We became a certified B Corp in May 2024, and for us its not about meeting a standard once, it's a framework to drive lasting, meaningful change across our practice and the communities we serve. Our journey this year has been defined by bold ideas, resilient communities and a deepened responsibility to use design as a catalyst for change.

Although we are proud of our initial assessment successes, we welcome the new, more rigorous standards being introduced in April 2025, which require B Corps to meet baseline expectations in critical areas like climate action, human rights and impact management.

3.0 Timeline



2013

HTA Design LLP new partnership is formed

British Homes Awards: Housing Project of the Year - Hanham Hall winner

2015

Greenford Quay masterplan is initiated

NLA New Ideas for Housing Competition - Superbia winner

HTA's Bristol office opens

2016

HTA becomes ISO 14001:2015 certified

HTA, Levitt Bernstein, PTE and PRP publish first Altered Estates

Renegeration masterplan for 1500 new homes in Biggleswade begins

2018

AJ100 Employer of the year

Modular student housing scheme Savoy Circus completes

2019

HTA begin to record operational carbon emissions

HTA joins RIBA 2030 Climate Challenge

British Homes Awards: Best placemaking – Kidbrooke village winner

2020

Ten Degrees, World's tallest modular building completes

Building Design Awards – Sustainable Architect of the Year winner

Landscape Institute Awards: Sir David Attenborough Award for Enhancing biodiversity Cator Park winner

2021

Housing Design Awards – Cane Hill winner

BHA Judges Award for Excellence - Cator Park

2022

CTBUH Awards: Best Tall Building 100-199m – Ten Degrees winner

BD AYA award winners

AJ100 Employer of the year

2023

HTA relocates its London headquarters to its permanent studio at Wallis Road, Hackney Wick achieving BREEAM Excellent

NLA Awards: Retrofit Category – 75 Wallis Road winner

Pineapple Awards: Regeneration of the Year – Grahame Park winner

HTA hosted first Sustainability Week

AJ100 Employer of the year

2024

HTA becomes B Corp Certified

HTA wins the AJ Retrofit & Reuse award, Adaptive Retrofit into Office category for its London studio

The Sutton Estate Regeneration, Sustainable refurbishment completes

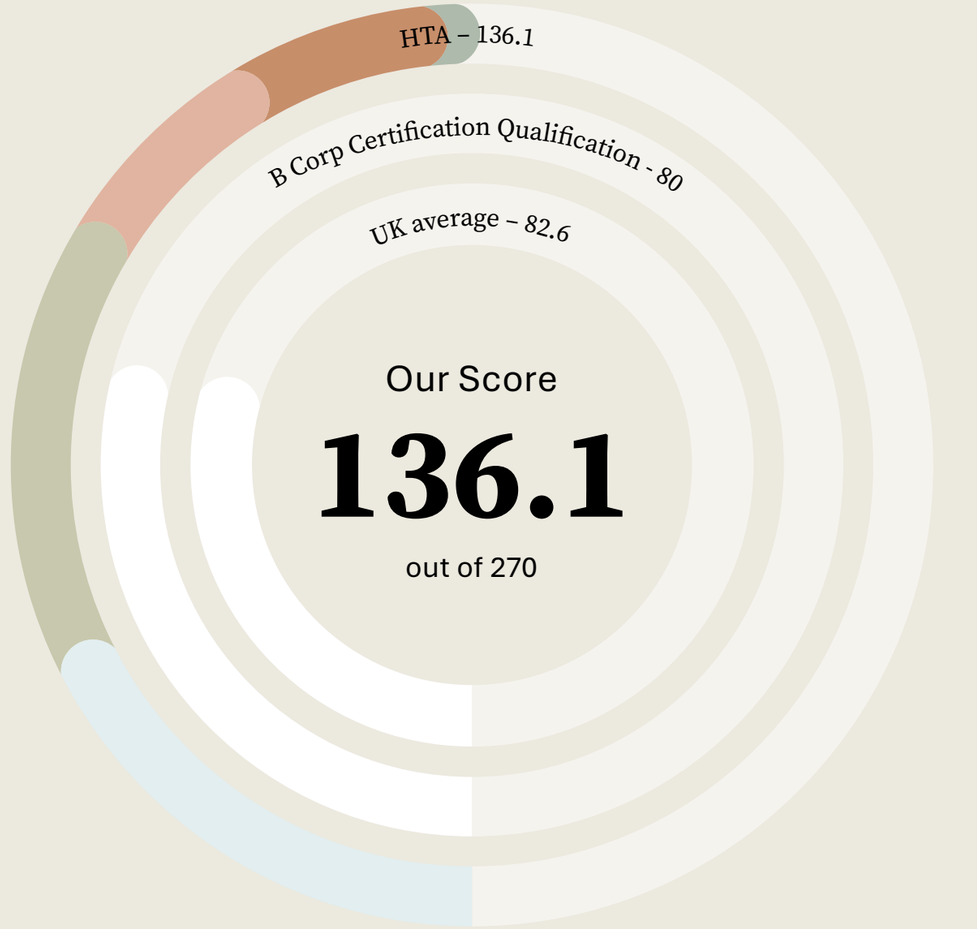
Kidbrooke Park North, 100% affordable & net zero housing completes

AJ100 Employer of the year

4.0 Impacts

The B Corp impacts focus on the areas where we can make the most difference. The five pillars create a framework that helps guide how we measure progress, make decisions and keep improving the way we work, balancing our success with positive social and environmental outcomes.

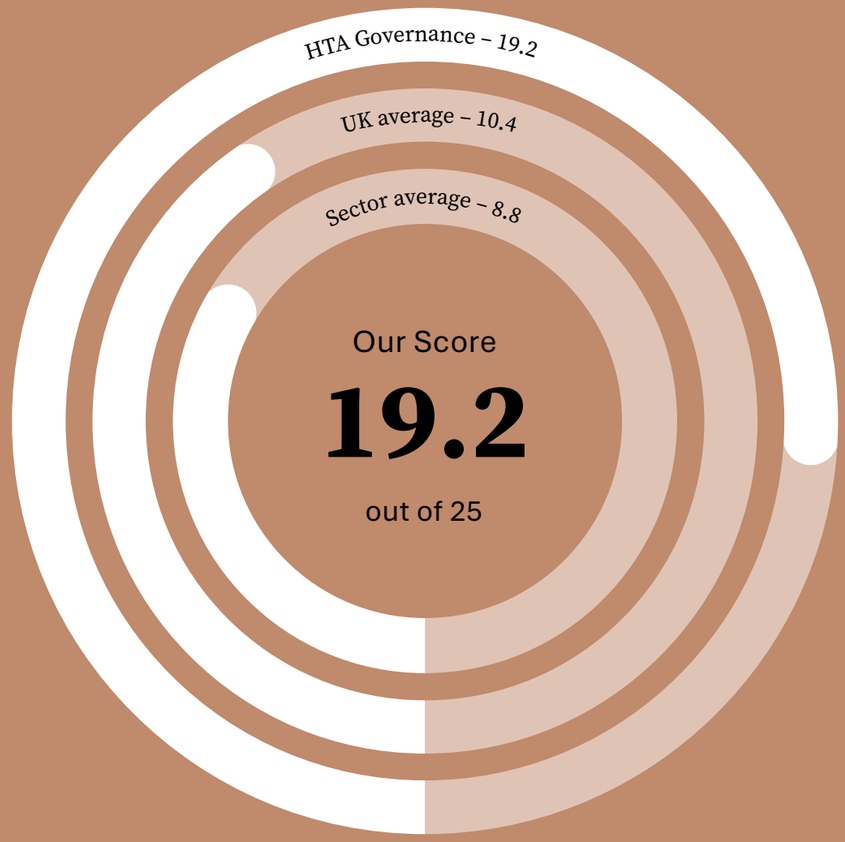
1. **Governance:** reflects how we embed our values of integrity, accountability and transparency into every aspect of HTA.
2. **Workers:** focusses on how we support our people, from fair pay and benefits to personal development, wellbeing and creating an inclusive, respectful workplace.
3. **Community:** looks at the positive difference we make in the places we work, through outreach, partnerships, diversity and meaningful engagement.
4. **Environment:** measures how we minimise our environmental impact through sustainable design, resource-conscious operations, and climate focussed innovation.
5. **Customers:** considers how our work delivers long-term value to clients and residents, creating homes and places that improve lives and support thriving communities.



4.1 Governance

The Governance pillar assesses HTA's overarching commitment to social and environmental responsibility, ethics and transparency. It also examines how we embed stakeholder interests into decision-making, from our corporate structure to the principles and policies that guide how we operate.

- **98%** of staff surveyed regard HTA as a good employer
- **Winner:** AJ Retrofit & Reuse Award for Wallis Road, marking a significant milestone in our long-term strategy
- **9** Working Groups across the practice



4.1 Governance

Openness

Open communication is part of everyday life at HTA, whether through informal conversations or key strategic decisions. Each month, we come together at our Whole Office Meetings (WOM) to share updates, celebrate achievements, and hear from voices across the practice. We share financial performance quarterly to give everyone a transparent view of how we are performing and how their contributions make a difference. Our board meets quarterly to shape our direction and maintain good governance, while weekly design reviews offer a space for creative exchange, built on mutual respect for ideas, perspectives and design thinking.

Working groups

Our working groups are where ideas are turned into action. The People's Forum gives everyone a platform to raise questions, share suggestions, and help shape how we work together. Our Equity, Diversity and Inclusion group leads conversations that keep us open, reflective and committed to progress. The Sustainability Futures Forum brings people from across the practice together to challenge thinking and explore new ways to design for climate and community. These groups are run by passionate people from across the practice, creating space for collaboration, fresh thinking and positive change. Each group sets its own agenda with live action plans, helping us to turn our ambitions into practical steps. It's a way for our people to get involved in shaping who we are, and to keep us moving forward in a way that's open, inclusive and purpose driven.

What we will do next

- Engage in advocating for sustainability and responsible practices, using our voice and influence to promote positive change.
- Enhance the inclusion of social and environmental performance in our job descriptions of all roles and these are a part of the annual review process.
- Align our long-term strategy with environmental and social impact goals, including integrating Climate Transition Plans and ED&I strategies.



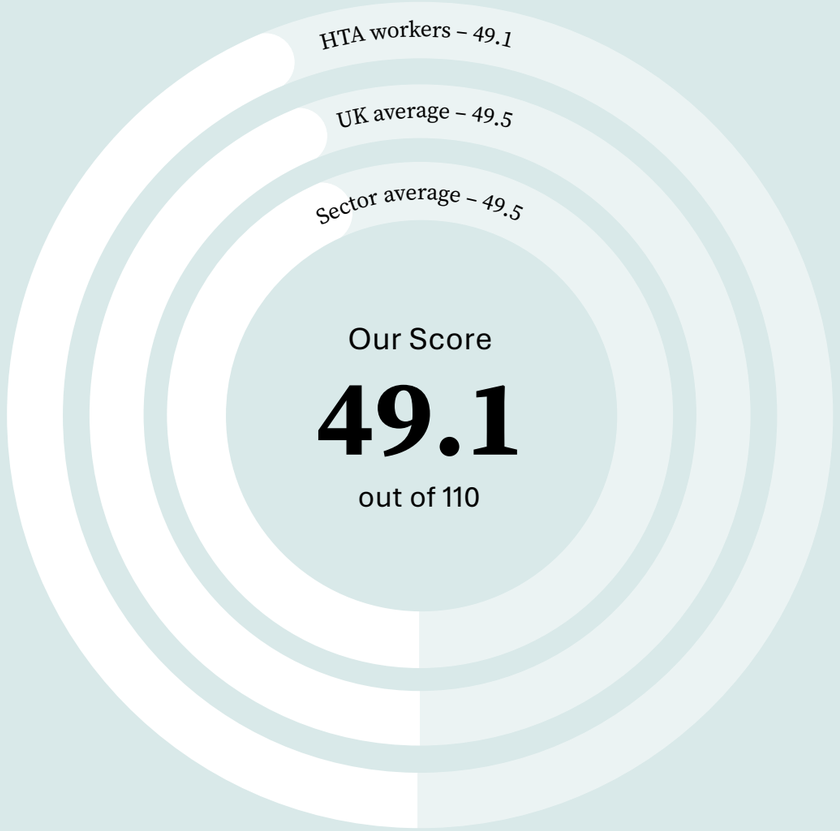
Our monthly Whole Office Meeting (WOM)

Our Bristol studio

4.2 Workers

The Workers pillar assesses how we support our staffs financial security, health and wellbeing, professional development and overall engagement and satisfaction, reflecting our commitment to creating a great workplace where people feel valued, supported and able to grow.

- **93%** of staff surveyed agree HTA care about their wellbeing and support is available
- **Winner:** AJ100 Employer of the year for a third consecutive year
- We became a **Living Wage Employer** in 2024



4.2 Workers

Flexible working

We believe people do their best work when they have the freedom to work in ways that suit their lives. That's why we offer additional paid time off over the festive period, hybrid working with up to two days working from home per week,10 days of paid overseas working annually, enhanced parental leave, and the option to take sabbaticals for personal or professional growth.

We've also introduced progressive new policies, including the early implementation of neonatal care leave and menopause support. In recognising that menstruation can be a significant challenge for some, we introduced a menstrual leave policy, because we believe in responding to the real needs of our team with care and empathy.

All our policies are clearly accessible through our interactive Employee Handbook, supporting transparency and ease of access across the practice. Feedback from our all-staff survey shows these measures make a real difference, people feel supported, and proud to be part of a workplace that puts wellbeing first.

Fair pay for all

In 2024, we became an accredited Living Wage Employer, reaffirming our commitment to fair, transparent pay. All our staff and third-party workers are paid at least the Real Living Wage, with salaries benchmarked against industry standards and RIBA pay guidance. We also operate discretionary profit share, recognising the contribution everyone makes to the success of our practice.

Wellbeing

The architectural industry is often associated with long hours and tight deadlines, we recognise these challenges and are committed to placing wellbeing at the centre of our culture. We actively manage workloads and encourage a healthy balance, including time in lieu (TOIL) when extra hours are needed.

We've built wellbeing into everyday moments, from our daily "Shake Down" stretch sessions to hosting Mental Health Awareness Week. Our Employee Assistance Programme (EAP) offers confidential support, alongside dental and eye care schemes.

Our 20 wellbeing champions, 11 of whom are trained Mental Health First Aiders, ensure there's always someone to talk to for support and guidance for those seeking help. Together, these resources create a working culture where people feel energised and supported.

2,402
learning hours

30
registered mentors



2024 Autumn social



Winter Exhibition

4.2 Workers

Studio environment

Our studios are designed to bring people together, supporting wellbeing, encouraging creativity and collaboration. Each day, our in-house catering teams serve a healthy breakfast and nutritious lunch, encouraging us to pause, eat well and spend time together.

Throughout the year, we create moments to come together and reflect, whether through our Makery Make workshops where we learn a new skill, or our annual Winter Exhibition, which showcases our ideas, breath of work and the people behind it.

We also pay close attention to the environment of our studio spaces with air quality monitoring. Since moving into our Wallis Road studio, we have already begun to see the improvements, helping staff feel comfortable and focussed throughout their day.

Apprenticeships

Apprenticeships ensure that we are equipping the next generation of architects with the hands-on experience and skills needed to shape the built environment. Which is why the apprenticeship levy reform proposed under the new “Growth & Skills Levy” will limit funding for level 7 architectural apprenticeships, raising concerns across the sector as it risks long-term skill shortages and reducing access to architectural careers for underrepresented groups.

We see apprenticeships as a vital role in our practice. They contribute to a range of projects, bringing unique ideas and a different perspective, which is important in helping us think differently. Their commitment, hard work and passion is inspiring. We will continue to engage in cross-industry efforts to lobby the continuation of Level 7 funding.

“

I began my career as a Part 1 Architectural Assistant. After a year I enrolled and started my apprenticeship. What I find good about the apprenticeship for me, it reinforced my ambition of growing professionally. Continuing to work and build experience but also able to grow my knowledge as a student. My advice to anyone thinking of becoming an apprentice is go to as many open days as possible. Engage, engage, engage.



George Beer
Level 7 apprentice at the University of the West of England

“

I chose to do the apprenticeship because I’d been out of university for a while after completing my Undergrad. I had been working, and I wanted to continue to work and training on the job. The apprenticeship has been useful in giving me hands on experience. HTA have been supportive as an employer helping me gain the experience I need. Having a HTA mentor has been pivotal because they keep a strong connection with my lecturers allowing me to focus on my studies as well as personal development. Now I am close to qualifying I feel empowered in the role as an Architect.”



Yeni Ope-Ew
Level 7 Apprentice at Oxford Brooks

4.2 Workers

Professional Development

We believe in investing in our people as being key to growing a thriving and creative practice. Development and mentoring are at the heart of how we work, helping individuals shape fulfilling careers with purpose and direction.

We offer tailored mentoring for Part I, Part II and Part III students, providing regular guidance and site visits. In addition, we embrace reverse mentoring, where more junior staff mentor senior team members, fostering mutual learning and creating a more inclusive, collaborative environment.

To support academic and professional development, we offer between 5-10 days of paid study leave each year and have hosted 28 masterclasses led by HTA team members throughout the year, alongside our extensive CPD programme. This year, we also launched a pilot of soft skills development programme for managers and leaders, supporting those who guide others to grow their confidence, communication and leadership capabilities.

Career development is further supported through our Career Maps, which provide clear guidance on skills, experience and responsibilities at each stage of a role. These are fully integrated into our annual performance and development reviews, supported by quarterly touch points with line managers to provide ongoing feedback and guidance. Additionally, staff have the option of 360° reviews to gain a well-rounded insight into their progress.

In 2024, this structured, supportive approach led to 19 promotions, a reflection of the talent, ambition and dedication across our teams.

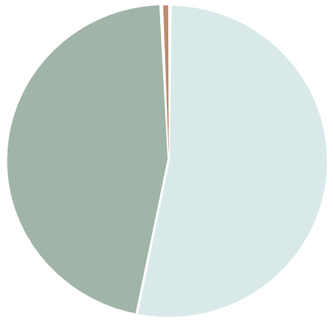
Our Edinburgh Studio

4.2 Workers

Gender ratio and Gender pay gap

We have achieved gender balance across our practice, though our senior leadership team remains predominantly male at 79%. Our gender pay gap (GPG) review is carried out annually, and we are pleased to report steady progress, reducing the gap from +18% in 2018 to +9% in 2024. We remain committed to improving career progression opportunities for women, especially at senior levels to ensure an equitable split.

Whilst we have made strides within HTA, the wider UK architecture sector continues to face challenges, with the gender pay gap currently standing at 15.5%. This highlights the ongoing work needed across the industry to achieve a better gender parity, particularly at senior management levels.



Male
46.58%

Female
52.99%

Non-binary
0.43%

What we will do next

- Gender Pay Gap analysis and initiatives to address disparities.
- Develop the Management and Leadership Soft Skills training and evaluate its benefits and overall impact.
- Promote the benefits of career coaching and mentoring for underrepresented and marginalised groups to support their career progression, improving opportunities for promotion to senior management levels.
- Improve monitoring of overtime of staff to prevent burn out especially those who work from home.
- Increase staff participation in external training.

Our Interior Design Team



Wallis Road, Hackney Wick

Wallis Road, Hackney Wick

4.2 Workers

Case study: Wallis Road, Hackney Wick

Our new London Studio

In 2023, we moved into our new permanent London studio, a landmark retrofit in Hackney Wick. Rooted in environmental performance, the space was also carefully designed around staff wellbeing, collaboration and flexibility.

Housed in a former 1860's industrial building, the studio has been thoughtfully repurposed into a bright, modern, healthy, and inspiring environment. Generous natural daylight, smart ventilation controls, and openable rooflights enhance comfort, while warm reclaimed timber, soft natural finishes like cork and clay plaster, and acoustic cellulose spray create a welcoming atmosphere. Nestled between Victoria Park and Queen Elizabeth Olympic Park, the location offers easy access to green space and public transport, encouraging active and low carbon commuting.

A variety of settings from collaborative zones, and quiet focus areas to design crit spaces and breakout rooms support flexibility and creativity. Hot-desking lets staff choose how and where they work, fostering teamwork and innovation.

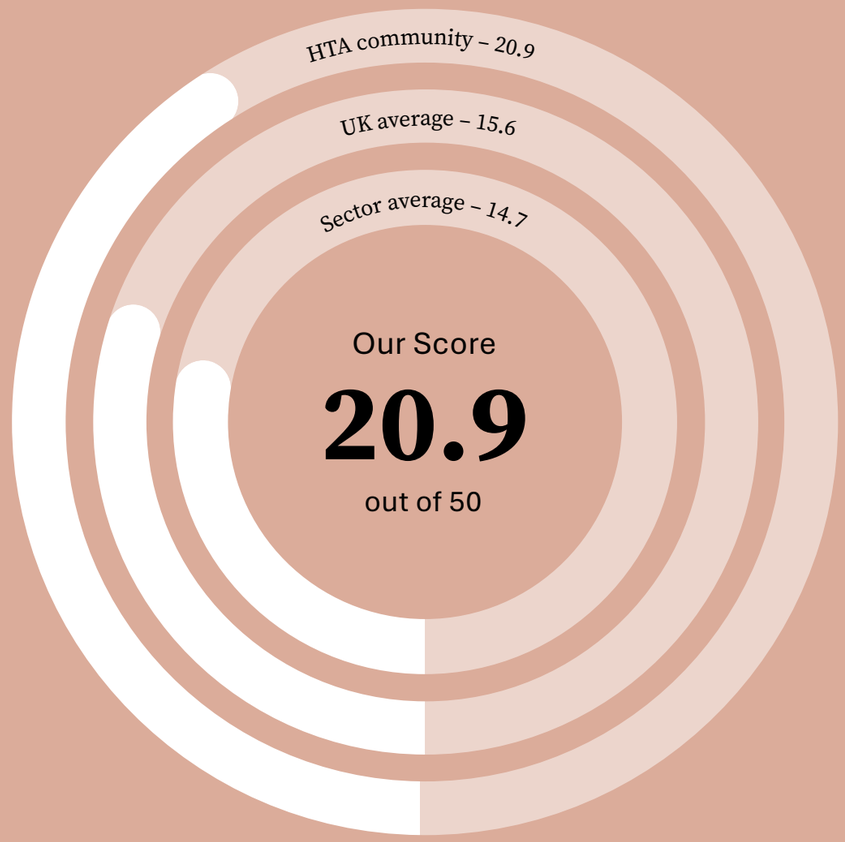
Community is central to design. Staff gather daily in the communal café area for shared lunches, a long-standing tradition that strengthens our culture. Dedicated crit spaces support regular design reviews, encouraging open dialogue and creative exchange across disciplines. We've also included a prayer and reflection room to support inclusivity and respect for individual needs.

Wallis Road is a long-term investment in our people and our practice, a space that values sustainability not just in energy terms, but in creating a comfortable, inclusive and inspiring place to work. Wallis Road has been recognised with the 2023 NLA Retrofit Award and the 2024 Retrofit & Reuse Award, demonstrating how workplaces can enhance both environmental performance and employee experience.

4.3 Community

The community pillar focusses on how we engage and impact on communities around us, through hiring processes, sourcing and the way we operate. We are deeply committed to equality, diversity and Inclusion, actively seeking opportunities to support local communities and contribute to economic development. We are dedicated to making a difference, whether through charitable contributions or supporting community-led projects, with the aim of creating a lasting, positive impact in all that we do.

- **96%** of staff surveyed agree HTA takes Diversity, Equality, and Inclusion (ED&I) seriously
- **Shortlisted:** AJ100 Community Impact of the Year, Winstanley & York Road Estates Interior Design Show Flat competition
- 29 nationalities represented across our teams



4.3 Community

Equality, Diversity and Inclusion (ED&I)

We have long championed, recruitment practices, policies and a culture that supports diversity, earning multiple Employer of the Year awards, including three consecutive years from 2022 to 2024. Equality, Diversity and Inclusion (ED&I) is fundamental to our mission of creating great places to live and ensuring a thriving, inclusive workplace.

Our strategic action plan focuses on four key priorities: broadening diversity, unlocking the potential of our people, building a culture of inclusion and respect and holding ourselves accountable through ambitious targets.

Despite our positive progress in representation, minority ethnic groups currently represent 25% of our workforce across various roles:

- 29% at Part 1
- 35% at Part 2
- 38% at Architect level

Our approach is rooted in continuous learning, self-reflection and action. We know that by embracing different perspectives leads to better outcomes for our people, projects and the communities we serve. Our inclusive recruitment practices and Dignity at Work policy ensure a respectful, supportive and equitable working environment for all.

Advocacy

HTA is proud to be a part of the Architects Action for Affordable Housing (AA4AH) group which joins like-minded architects, planners and built environment professionals to campaign to the Government to deliver more affordable housing.

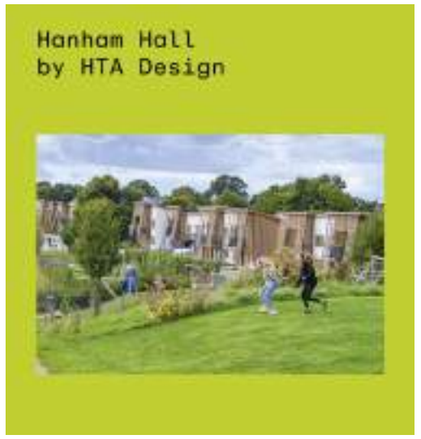
Hosting at our London studio, the group came together collectively to discuss the shifting perception to view housing as infrastructure creating a national procurement model, capturing land value from the grey belt to generate Community Led Housing, whether Passivhaus accreditation should be enforced across all affordable housing empowering local authorities to deliver more affordable housing and avoiding waste at all levels of procurement.

With the belief that everyone deserves a well-designed, affordable home we are celebrating the launch of Good Homes for All: 20 examples of how to do housing in April 2025. This collection of 20 of the nation's best housing schemes in one guide, demonstrates the practical, replicable and grounded in the real-world constraints of land, cost and carbon emissions. Collectively, this offers a roadmap, and a mandate, for how we can build better at scale.

































4.3 Community

Social mobility

We believe in making architecture and design careers accessible to everyone, particularly underrepresented and marginalised groups through our apprenticeships, mentoring, student work experience placements and partnerships with community-focussed organisations.

Inclusion is central to our work culture, supported by several employee-led groups: LGBTQ+ Inclusion group (Incl), Women @HTA, Black African Caribbean Collective (BLACC) and our Neurodiversity group. These groups create safe spaces for open conversations on race, gender and equality, while organising key events like International Women's Day, Pride, Black History Month, Race Equality to raise awareness and celebrate diversity.

Our London studio has been thoughtfully designed to be a welcoming space for everyone, with gender-neutral toilets, faith rooms, and accessible access across all levels. Additionally, our quarterly Neighbourhood Newsletter keeps everyone informed and engaged with our ongoing ED&I initiatives.

To measure the social impact of our projects, we conduct Post-Occupancy Evaluations (POE), gathering feedback from occupants and clients to assess the performance, comfort and sustainability of our designs in everyday use.

11
charitable causes received donations

26
work placement students



Hanham Hall, Bristol

4.3 Community

Case study: Hanham Hall

Hanham Hall is England's first large-scale residential scheme to meet the 2016 zero-carbon standard. The development delivers 185 private and affordable homes, along with integrated community and commercial spaces.

Our first challenge was achieving the zero-carbon standard for all homes. Leading with fabric-first construction, structural insulated panels (SIP's) formed walls and roofs, providing excellent thermal performance, air tightness and speed of construction. Utilising SIP's led to considerable benefits compared with a standard onsite masonry approach. Combined with photovoltaic panels and mechanical ventilation with heat recovery (MVHR) systems, the homes minimise energy use and cost. Simple passive design solutions support comfort and usability all year round. All homes meet Lifetime Homes and Building for Life standards.

The Grade II listed hall was refurbished to BREEAM standards and now accommodates a crèche, workspace, and local facilities. Shared gardens, allotments, a community orchard, and natural play spaces encourage social interaction and promote self-sufficiency. Biodiverse features such as SuDS, wildflower meadows and wetlands manage water and enhance ecology.

Collaboration underpinned the project's success. We worked closely with English Heritage, South Gloucestershire Council, and the local community, ensuring the development met ambitious environmental targets without compromising design quality or buildability.



Resident of Hanham Hall, Holly Foskett-Barnes

> "I set up @hanhamhallmarkets with another Hanham resident to create community events that encourage local connections and creative energy in the local area. Living here feeds my fascination with nature and seasonality, allowing me to imbue my creative practice, artworks and workshops with this same curiosity and reverence.
>
> Holly Foskett-Barnes
> Resident

4.3 Community

Outreach

Our outreach programme plays a key role in widening access to architecture and the built environment, particularly for young people from underrepresented backgrounds. In 2024, we welcomed an 18% increase in our work placement students, many of whom came through partnerships with local schools, community charities, and project linked social value initiatives.

As part of our long-standing commitment to equity in education and careers, we continue to collaborate with organisations such as Blueprint for All (formerly known as the Stephen Lawrence Charitable Trust), which supports young people and communities through training programmes, mentoring, and skills workshops.

We also partner with Make Space for Girls (MSfG) an organisation that campaigns for public spaces designed with teenage girls in mind. The organisation uses research and campaigning to ensure that the voices of young women are heard in the planning process. We teamed up with MSfG to run a workshop for the Jamal Edwards Delve Youth Group. The session focussed on a mapping exercise to identify young people's concerns and needs in the local area.

> "
>
> **Seeing the real impact our outreach has, whether sparking a young student's interest in design, helping a university student navigate their career path, or opening doors for individuals who may not have easy access to the profession. HTA's genuine commitment to social value and youth empowerment is at the heart of this work. They not only recognise its responsibility to the wider community but actively champion it through, hands on initiatives, workshops and career focussed events.**
>
> Shawn Adams,
> Outreach Lead

Peoples Pavilion

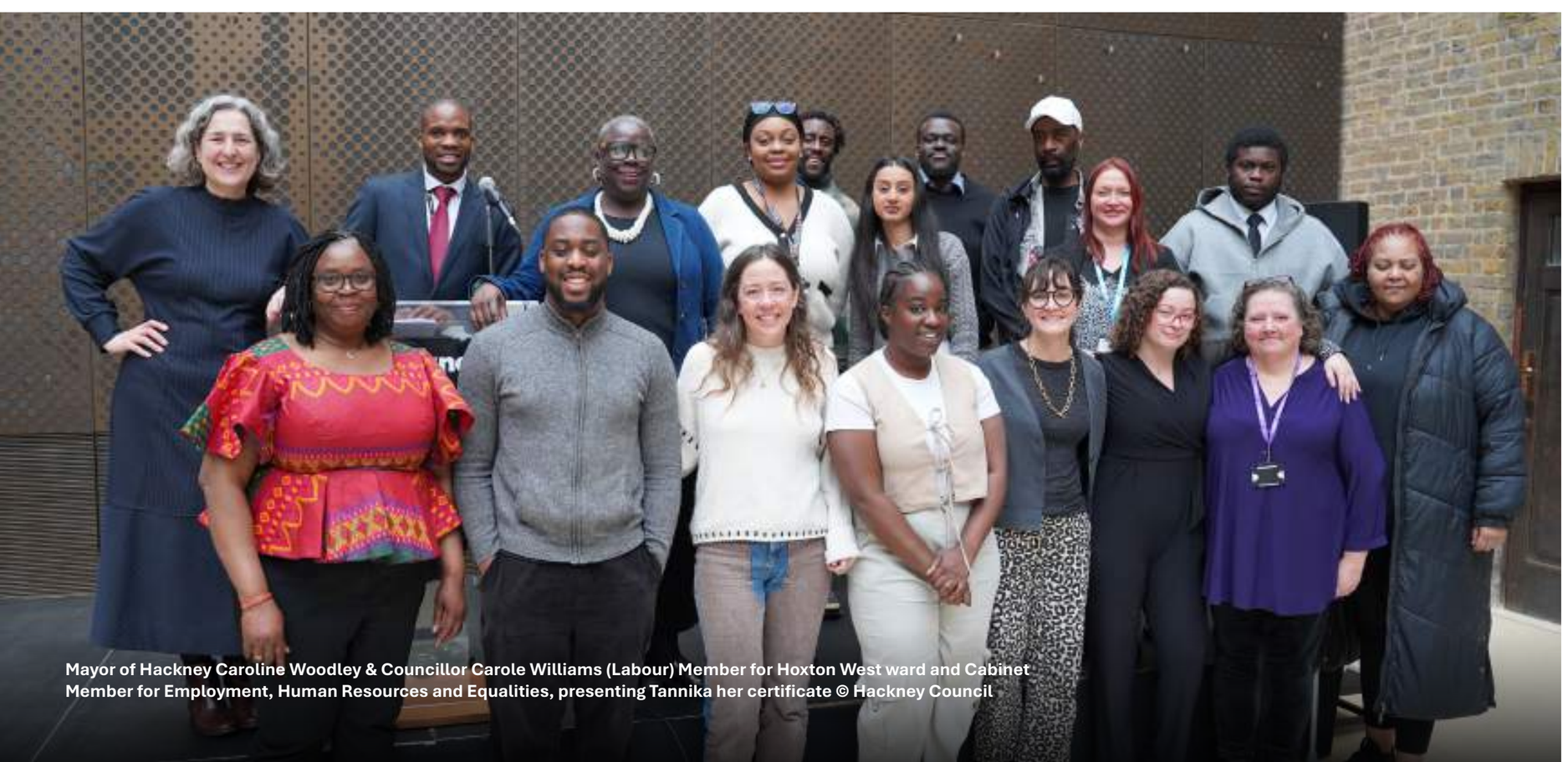
We have been involved with the Peoples pavilion for the last 7 years, and this year we have become a headline sponsor. Working with London's young people through collaborative design and explorative production workshops, Beyond the Box proposes a new approach to designing London city. We hosted a workshop where students were grouped and tasked with exploring different aspects of design and present in group discussions. Students come away from the workshops with an understanding of design processes and how the context of locality can influence design decisions.

> "
>
> **Beyond the Box has been working alongside HTA for over five years. They have been long-standing supporters of our work and mission to ensure a more equitable built environment and creative sector. A particular highlight has been their support for our award-winning People's Pavilion initiative, where the team at HTA has provided sponsorship, space, mentoring, and advice in the program's development.**
>
> Neil Onions,
> Beyond the Box CIC



Shawn Adams, Outreach Lead with Beyond the Box students





Mayor of Hackney Caroline Woodley & Councillor Carole Williams (Labour) Member for Hoxton West ward and Cabinet Member for Employment, Human Resources and Equalities, presenting Tannika her certificate © Hackney Council



Tannika Foote

Meet our Hackney 100 graduate

Hackney 100, launched by Hackney Council in 2017, is a programme designed to give adults from the borough meaningful work experience and insight into professional environments. In 2024, HTA proudly became part of this initiative, welcoming Tannika into our Studio Assistant team for what was initially planned as a 12-week placement.

From the outset, it was clear Tannika brought something special, a great attitude and a real eagerness to learn. Her commitment and potential quickly shone through, and she became an integral part of the team. Recognising the value Tannika brought, we were delighted to extend her time with us beyond her initial placement, supporting her as she grew in confidence.

Tannika graduated in April 2025, and her journey is a testament to what access and opportunity from programmes such as Hackney 100 can achieve. It has inspired us to think about how we can continue to make our studios inclusive, accessible and reflective of the communities we work within.

We were incredibly proud to be named Best Employer of the Hackney 100 programme this year in recognition of our ongoing commitment to supporting emerging talent and investing in people at every stage of their journey. Programmes like Hackney 100 play a vital role in opening doors, and we are proud to be a part of that.

4.3 Community

Community support

We believe in making a tangible difference to communities. In 2024, our staff participated in MIPIM and PedElle cycling events, raising £50,000 for charities that support young people, mental health and education. Collectively, staff covered 20,000 km, an incredible demonstration of personal dedication and team spirit in support of meaningful causes.

We proudly supported a further 11 charities throughout the year, including Article 25, Chimbota (supporting girls' education in Malawi), Haringey Play Association, Rethink Mental Illness, Sutton Women's Centre and the Grenada Benevolent fund.

Many of these causes we support directly connected to the places we design and the people who live in them. Whether its contributing to local grassroots initiatives or global development efforts, we see community support as an essential part of our practice.

Supply chain

We align our procurement choices with our values, prioritising ethical, sustainable, and locally sourced products. Wherever possible, we work with fellow B Corps and socially responsible suppliers including our outsourced cleaning services. Always seeking innovative solutions, we've partnered with local business and Earthshot prize winner, Notpla whose seaweed-based alternatives replace single use plastics. By choosing like-minded suppliers, we reduce our environmental impact and support a more sustainable future.

11 charities
supported

20,000 km
cycled by staff

What we will do next

- Deliver unconscious bias and inclusive leadership training for all staff.
- Actively support the progression of underrepresented groups.
- Strengthen diverse recruitment partnering with schools, universities and industry organisations serving unrepresented groups.
- Develop a preferred supplier list establishing a supply chain with a focus on majority women owned or underrepresented groups.



Parents afternoon in our London studio



Winstanley & York Road

4.3 Community

Case study: Winstanley & York Road

Shaping places together

The regeneration of Winstanley & York Road in Battersea is one of London's most ambitious estate renewal projects, delivering over 2,500 new homes alongside a wide range of mixed-use spaces. The scheme brings together a new park, community hub, youth centre, leisure facilities and commercial retail spaces creating a lively and inclusive neighbourhood designed around the needs of local people. Working with Wandsworth Council, we have led on master planning, architectural design, landscape and community engagement helping shape a long-term vision rooted in local voices.

Community engagement has been central to every stage. Early in the process, we worked closely with residents and clients to test and shape the masterplan, running exhibitions, workshops and walkabouts to ensure that the community has had a real say in the future of their neighbourhood.

A key focus has been strengthening connections across the neighbourhood creating clearer, welcoming routes that support walking and everyday movement. Carefully designed lighting, active frontages and new public spaces help foster a greater sense of comfort, ease and community use.

We collaborated with Falconbrook Primary School to gather ideas from younger residents, who shared their views on play spaces, nature and how they wanted their neighbourhood to feel. This input helped inform our landscape design, with a focus on accessible green spaces, safe routes and active edges.

To engage residents in the delivery phase, we launched a design competition for the fit-out of a new show flat. Residents helped shortlist entries, with the winning design by Ricky Le selected for its creativity, use of space and thoughtful material choices. Ricky's design was brought to life and opened to the community, a tangible example of co-design in action.

Our designs have evolved in response to these conversations from the layout of streets and green spaces to the design of the homes themselves. It's a collaborative process, focused on trust, transparency and long-term relationships. The result is a masterplan shaped by the people who know the area best, delivering new homes, public spaces and community facilities that reflect local priorities and aspirations.

Winstanley & York Road shows what is possible when we bring together people into the design process not just to listen but to act on what we hear.

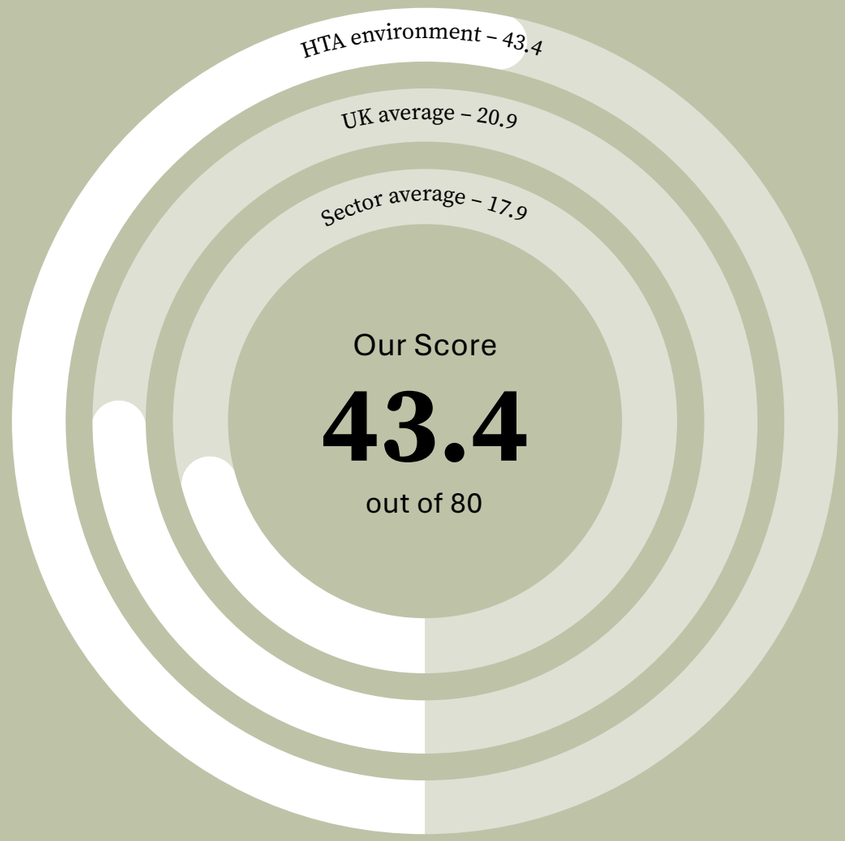


Ricky Le, design competition winner, with Lucy Smith, partner at HTA Design

4.4 Environment

The environment pillar looks at how we manage our environmental impact both in our operations and how we shape the places we design. It covers resources and energy, impacts on air, water, land and biodiversity. Through design, retrofit principles and a focus on long-term sustainability, we create places and homes that are good for people and the planet.

- **85%** of staff surveyed agree HTA takes sustainability seriously and promotes responsible behaviours
- **Winner:** Landscape Institute Awards: Sir David Attenborough Award for Enhancing Biodiversity
- HTA committed to **RIBA 2030 Climate Challenge** since its conception



4.4 Environment

Our Commitment

We're proud of the progress we've made on environmental stewardship, with our initial impact score exceeding both UK and sector averages. Whilst we have taken important steps, we recognise there is more to do. In line with the Paris Agreement, we're aiming to reduce our greenhouse gas emissions by at least 30% by 2030 and 90% by 2050 or sooner, through direct emission reductions and investment in credible Gold Standard avoidance and removal schemes.

We've been ISO:14001 certified since 2016, with a robust environmental management system already aligned with the principles of ISO:14064. Ongoing improvements in data collection and auditing help us stay accountable and continually improving.

As part of our commitment, we have publicly displayed our progress since 2022 through our Carbon Reduction Plans.

What we will do next (Projects)

- Embed sustainability champions within project teams, driving best practice from concept to delivery.
- Designate a lead to track project sustainability metrics and build a comprehensive environmental performance database.
- Develop a clear retrofit strategy to guide low-carbon interventions and maximise reuse across our projects.

Building Physics and Sustainability

With the built environment responsible for around 40% of global carbon emissions, our Building Physics and Sustainability team ensures environmental performance is embedded into every project, using early stage modelling and technical insight to drive down energy use, improve comfort and reduce upfront carbon.

We use assessment tools such as One Click LCA to measure embodied carbon and guide low-impact material choices, supported by internal design guides alongside specification reviews which help our teams to make responsible decisions from the outset.

Our team consists of Passivhaus and BREEAM accredited expertise, helping us deliver projects to the highest sustainability standards. As early signatories to Architects Declare and the RIBA 2030 Climate Challenge we align our work with industry wide goals for a low carbon future.

To keep sustainability front and centre, we've set up the Sustainability Futures Forum, a cross-practice group that share ideas, challenges our methods and explores better ways to design with climate and community in mind. The working group has led conversations on circular economy, material reuse, and Post Occupancy Evaluation (POE) while equipping teams with guidance through CPD's, masterclasses, LETi and UKGBC frameworks. We're also developing a materials library to support best practice across our projects.



The Glassworks, Greenford Quay, Ealing



4.4 Environment

Sustainability Futures Toolkit

Our approach to sustainability looks beyond carbon and construction, it's about creating greener, healthier places through collaboration bringing together people, nature, and place to shape neighbourhoods that are built to last.

We've developed a sustainability toolkit to guide and evaluate performance across all our projects. The purpose of this toolkit is to set ambitious but achievable targets that help us take a holistic approach to design and place-making.

Our framework is built around three core themes: Human, Nature and Place

- Human – focuses on collaboration, engaging with stakeholders, co-designing with communities and supporting social development
- Nature – ensures we understand the developments environment, considering sun, wind, water and ecology to create places that work in harmony with nature
- Place - looks at how our spaces create long-term social and economic value, ensuring sustainability is embedded alongside character, design quality and liveability.

Each project is measured against this framework, helping us to create sustainable, resilient places where people and nature thrive together.

Our Sustainability Futures Toolkit

4.4 Environment

Carbon Emissions

We've been tracking and monitoring our carbon emissions since 2019 using the industry standard (GHG) protocol and DEFRA emission factors focussing efforts where we can make the biggest impact in our Scope 3 emissions.

2024/25 carbon emissions	
Scope 1	0
Scope 2	62.28tCO_2e
Scope 3	468.58tCO_2e

All our waste is diverted from landfill, with a strong emphasis on reducing, recycling, and reusing. Food waste from our daily in-house lunches is anaerobically digested and turned into energy, closing the loop on consumption.

We launched our Business Travel Policy in 2024 to promote low-carbon travel. Since then, domestic flights have reduced by 11%, and train travel has increased by 45%. While we anticipate a rise in international travel as we enter new markets, we remain committed to keeping domestic emissions low.

We continue to support low carbon commuting and promote wellbeing with our cycling facilities accompanied with showers and drying room. Staff have access to the Cycle to Work scheme; Brompton bikes are available for short trips and all our studios are located near public transport links. A recent commuting survey showed that 26.4% of staff cycle to work and 14.7% walk, evidence that design and access matter when it comes to everyday impact.

2.28t
intensity ratio CO_2e / per employee 2024/25

531 tCO_2e
HTA Design Carbon Emissions 2024/25



Cycle store at Wallis Road, Hackney Wick



2024 winner of Sustainability and Biodiversity Award

4.4 Environment

Decarbonisation

Our long-term decarbonisation strategy embeds climate responsibility into both our operations and our design practice. Guided by science-based targets and aligned with the SBTi framework, we are working to reduce emissions across all scopes, from energy use and material selection to travel and procurement.

In 2023, we reset our baseline year to improve accuracy and to better track year-on-year progress. Following our latest carbon footprint assessment in 2024/25, we've begun to see the impact of our energy investments. Our onsite photovoltaic panels generated 8% of our studio's energy use, contributing to a measurable reduction in emissions. We plan to expand our solar array in the coming year. Our purchased electricity is 100% renewable backed by REGO's reporting as 0 market-based emissions. In our Edinburgh studio, where heating is supplied through the building lease, we continue to monitor and reduce natural gas usage, aiming to eliminate these emissions by the end of 2031.

Our London studio is on track for BREEAM Excellent, supporting our wider mission to prioritise passive strategies, low carbon design and operations.

Air Quality

We've been monitoring air quality of our studios for nearly a decade, using environmental sensors to track CO_2, temperature, humidity and noise levels. Real time data is accessible via a dedicated app, helping us create a healthier, comfortable workspace which supports wellbeing and productivity.

Our studios consistently stay within recognised healthy ranges for temperature and CO2. Reactive rooflights, openable windows and active monitoring help us control indoor conditions throughout the day, reducing the need for additional heating or cooling.

CO_2 levels stay well below recommended 1000ppm (parts per million), and humidity is carefully managed to remain between 40%-60%. We make adjustments when needed, particularly during winter, and we've introduced plants specifically chosen for their air purifying qualities.

By keeping a close eye on this data, as shown in the graphs opposite, we can track performance and make ongoing improvements to ensure our workspaces stay healthy and comfortable for everyone.

What we will do next (Practice)

- Publish our Climate Transition Plan, outlining our long-term pathway to achieving net zero ahead of 2050.
- Set an internal carbon price £ per tonne investment in trusted avoidance and removal schemes.
- Broaden Scope 3 data tracking to include upstream emissions from purchased goods and services.
- Improve the accuracy of waste data support targeted reductions.
- Enhance the credibility of our carbon reporting through third-party verification.
- Launch initiatives to help staff understand their personal carbon footprints and encourage low-carbon behaviours.



Eden Dock, Canary Wharf

4.4 Environment

Case study: Eden Dock

A floating forest for ecological recovery

Eden Dock is a nature-led regeneration project that reimagines a once-inaccessible stretch of dockland in Canary Wharf as a vibrant, biodiverse and climate resilient public space. Located within the historic London Docklands, the 1.55 hectare site space a 325 metre waterway that had long been unused and ecologically barren. The project forms part of a wider effort to transform Canary Wharf from a commercial centre into a mixed-use, green neighbourhood and nature recovery network.

At the heart of Eden Dock is a new floating landscape, a series of modular planted islands that introduce rich vegetation and habitat into the water. Designed to support biodiversity and improve ecological function, these islands are planted with 70-80 species, including 42 new trees and extensive native planting. This has resulted in a 55% biodiversity net gain and the creation of year-round habitat for pollinators, birds and aquatic life. Temporary fencing protects new planting from waterfowl, while features such as duck ramps ensure wildlife can access the islands safely.

The site also includes submerged planting shelves and a live underwater monitoring station, supporting environmental education and citizen science. The ecological impact is being measured over time using tools such as AI driven biomass tracking, with early evidence showing significant increases in fish, invertebrates and bird populations. The project is predicted to deliver a 100% improvement in ecosystem services, including urban cooling, carbon sequestration and air and water purification.

The space is designed to be welcoming and inclusive, with open water swimming, play areas, quiet spots, and spaces for school visits, performance and relaxation. By reconnecting the community with nature in a dense urban area, Eden Dock promotes health, wellbeing and environmental awareness.

Sustainable construction practices were a key priority. The use of FSC certified timber, recycled steek, and low carbon concrete helped minimise embodied carbon. Importantly, the floating platforms were installed without the use of permanent concrete piles, limiting the environmental impact on the dock.

Open year-round and free to use, Eden Dock exemplifies how underused urban infrastructure can be reimagined as inclusive, ecologically rich public space. It demonstrates how design can restore biodiversity, address climate resilience and offer people meaningful ways to engage with nature in the heart of the city.



Eden Dock, Canary Wharf



Kidbrooke Park Road North, Greenwich



Kidbrooke Park Road North, Greenwich

4.4 Environment

Case study: Kidbrooke Park Road North

Transforming a former RAF site into Net-Zero council homes

Kidbrooke Park Road is set to become the largest new council housing development in England, ultimately delivering 445 family homes. Designed by HTA and built by Durkan for Greenwich Council and Greenwich Builds, the first phase transforms previously inaccessible brownfield land into 122 net-zero, 100% affordable council homes delivered in just four years from planning to completion.

Once RAF Kidbrooke and later the Thomas Tallis School, the site has a strong civic legacy but had fallen into disuse. Its triangular shape and fragmented edges posed significant challenges, which the team used to shape massing, optimise daylight, and create clear routes and green spaces linked to the wider landscape.

A ten-storey gateway tower with a ground-floor community centre anchors the site. A central five-storey block connects open spaces with dual-aspect homes, while a seven-storey L-shaped block houses the nursery and sheltered play. A four-storey block forms a respectful edge to neighbouring houses. Homes include one- to three-bedroom apartments and maisonettes for varied households.

Blocks are arranged to optimise daylight and ventilation, with 80% of homes dual aspect. Standardised, repeatable layouts and façade elements reduce material waste, streamline construction, and support modular delivery. Services are concealed vertically within cores, maintaining clean, unobstructed deck access.

Independently supported precast balconies improve insulation, prevent thermal bridging, and provide generous private outdoor spaces with integrated solar shading. The architecture references nearby Blackheath's Paragon and Villa-style housing, using brick banding and symmetry to establish a strong and familiar identity.

The new nursery is located adjacent to green communal spaces and a network of pedestrian routes connecting the buildings across the masterplan. It includes dedicated classrooms, a dining hall, and over 2,500 m^2 of age-specific play areas, exceeding GLA requirements and providing safe, inclusive space for early years learning.

Relocating the energy centre, originally planned within a residential block, to a standalone building unlocked space for five additional social rent homes. The compact, all-electric system uses air source heat pumps and electric boilers, with provision for future connection to a district heat network. A rooftop PV array and high-performance fabric contribute to the scheme's net zero ambition.

The landscape masterplan delivers a new green corridor buffering the homes from Kidbrooke Park Road while linking to Cator and Sutcliffe Parks and nearby allotments. Rain gardens, meadow planting, and 175 new trees raise the Urban Greening Factor to 0.60, supporting biodiversity, sustainable drainage and ecology.

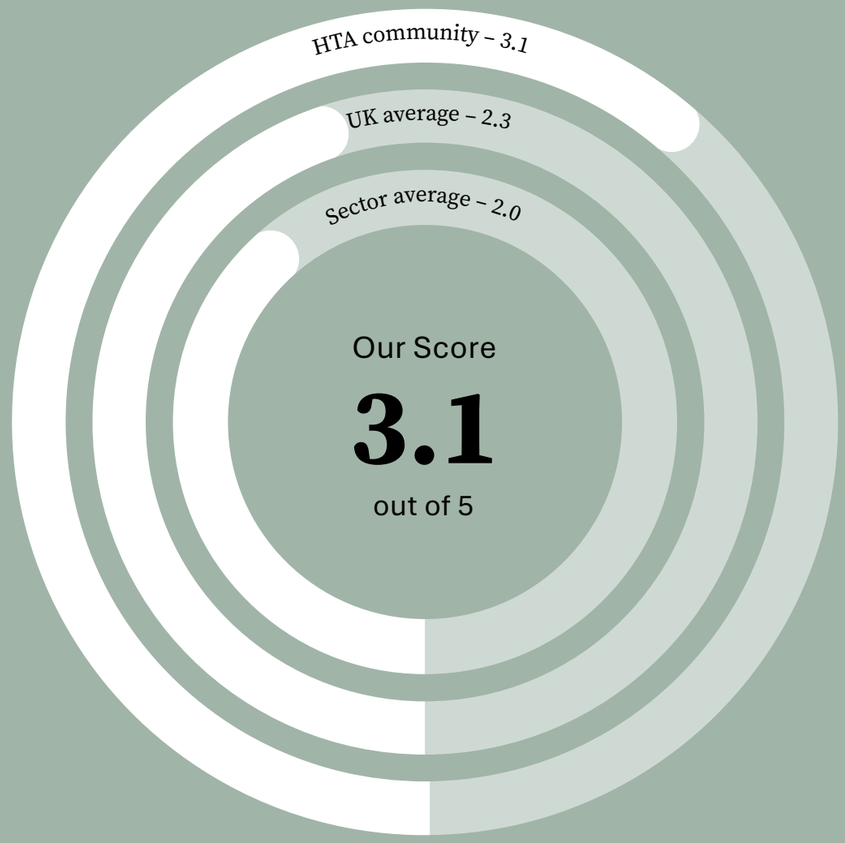
The project was shaped from the outset by a programme of creative engagement that employed a range of events and activities to gather valuable insights and inspiration that informed every aspect of the design.

Recognised by councillors as a benchmark for civic-led, climate conscious housing, Kidbrooke Park Road North demonstrates how local authorities can lead in delivering affordable, high-quality homes with lasting social and environmental value.

4.5 Customers

The customers pillar explores how we support the people and clients we work with, from the quality and integrity of our services to how we communicate, protect data and listen to feedback. It also recognises wider social value we aim to deliver. We see each project as an opportunity to make a meaningful contribution by designing better homes, supporting thriving communities and supporting clients who share our commitment to social impact.

- **91%** of staff surveyed agree HTA designs great places to live
- **Winner:** RTPI Awards: Small Planning Consultancy of the Year 2024
- We appointed a **Post Occupancy Evaluation** photographer and researcher in 2024



4.5 Customers

Design quality

For us, good design means creating places that work for people, communities and the planet. While the customers pillar represents the smallest score in our assessment, we see it has huge potential to create lasting value.

We design with performance in mind, creating high quality buildings that are low in energy demand reducing operational costs and helping lower bills for residents. This approach delivers long-term value for clients while support wider climate goals. In 2024, we strengthened this approach by appointing a Head of Building Physics and a dedicated POE photographer and researcher, embedding performance and lived experience into every project.

We have been expanding our use of Post-Occupancy Evaluation (POE) across projects, to better understand how our buildings perform once in use and how residents experience them. These findings feed directly back into our design process, helping us refine our approach and raise quality of what we deliver.

What we will do next

- Increase the number of Post-Occupancy Evaluation (POE) across completed projects to gather consistent feedback on building performance and resident experience.
- Develop and refine a formal process with clients and residents to better capture and apply lessons learned into future design stages.

Simon Toplis's stay at College Road, Croydon



Greenford Quay, Ealing



Greenford Quay, Ealing

Case study: Greenford Quay, Ealing

Building for long-term living and lasting impact

Greenford Quay is a major regeneration scheme in Ealing, West London, delivering over 2,000 new homes of which 75% are Built to Rent, to create a vibrant mixed-use, long-term neighbourhood. As the UK's first large-scale Build to Rent community, the scheme presented an opportunity to rethink how homes are delivered at scale without compromising on quality, comfort or climate goals.

Key buildings at Greenford Quay have achieved BREEAM Excellent, reflecting a strong commitment to robust environmental standards. Extensive lifecycle carbon assessments informed material selection and helped reduce embodied impacts, while modular units were designed for longevity and adaptability, supporting circular economy principles through potential reuse and reconfiguration.

All homes were designed long-term energy efficiency in mind. Features include fabric first envelops, mechanical ventilation with heat recovery (MVHR), and communal low carbon heat networks. Sustainable strategies such as green roofs, rain gardens, and permeable surfaces contribute to climate resilience and comfort by mitigating overheating and enhancing biodiversity.

The landscape led masterplan supports wellbeing and community life, with play areas, a canal side amphitheatre, and shared public spaces that encourage active lifestyles. A newly installed bridge reconnects surrounding neighbourhoods, improving walkability and movement across the site.

Greenford Quay also promotes sustainable travel, with excellent transport links, and infrastructure for cycling and walking is embedded throughout, reducing reliance on cars and encouraging healthy, low carbon travel.

A core part of our approach has been understanding the lived experience of residents. As part of our Post Occupancy Evaluation (POE), we stayed overnight in the buildings ourselves, giving our team first-hand insight into comfort, acoustics, ventilation and functionality. These findings have helped shape design feedback and inform improvements on later phases.
We also collaborated with Cambridge and Napier universities on an independent study of Tillermans & Block 5; the first residential buildings delivered using precision-engineered modular construction. The study found a 40% reduction in embodied carbon compared to traditional construction, along with improved benefits in airtightness and in-use energy performance, all contributing to better living environments for residents.

Every aspect of Greenford Quay, from materials to mobility, has been considered for lasting positive impact. Greenford Quay isn't just about building sustainably; it's about building a community that can grow, adapt and thrive.

4.5 Customers

Case study: The Rex, Kingston

Reimagining a 1960's building as a vibrant, sustainable co-living community achieving BREEAM Outstanding

The Rex is a bold transformation of Greencoat House, a 1960's office building opposite Kingston Station. This joint venture between Amro Partners and NTT UD Europe, will see the delivery of 212 co-living apartments alongside landscaped roof terraces, communal kitchens, lounges, a cinema, wellness centre and co-working spaces at the ground level.

HTA has undertaken extensive consultation with the Royal Borough of Kingston upon Thames Council to redevelop the site and bring forward a building which will enhance the appearance of this gateway into Kingston's town centre. Drawing on Kingston's rich cinematic and theatrical heritage, the building features sculpted terracotta panels at its base and upper levels, transitioning into finely detailed brickwork above.

As a retrofit, The Rex reuses the buildings existing frame, significantly reducing embodied carbon and construction waste. The project is on track to become the UK's first co-living development to achieve BREEAM Outstanding, FITwel3* and WiredScore Platinum setting a new benchmark for environmental and wellbeing led design in the sector. The project exceeds current energy regulations by over 60% and is aligned with 2030 LETI targets for whole life embodied carbon.

The Rex reimagines urban living, offering a flexible, sociable and affordable alternative to traditional housing, whilst rejuvenating a prominent site through design that's rooted in place and purpose.



The Rex, Kingston

5.0 What will we do next?

College Road and Ten Degrees, Croydon

5.0 What will we do next?

Governance

What we want to do	Actions	Priority	Progress
Engage in advocating for sustainability and responsible practices, using our voice and influence to promote positive change.	Strengthen our sustainability advocacy (RIBA 2030)	Medium	
Enhance the inclusion of social and environmental performance in our job descriptions of all roles and these are a part of the annual review process.	Review job descriptions of all roles	Medium	
Align our long-term strategy with environmental and social impact goals, including integrating Climate Transition Plans and ED&I strategies.	Assess impact goals and feasibility to integrate into long-term strategy	High	

Workers

What we want to do	Actions	Priority	Progress
Closing the Gender Pay Gap	Analysis and initiatives to address disparities	High	
Management & Leadership Soft Skills training	Develop training plan and evaluate its benefits and impact	High	
Promote the benefits of career coaching and mentoring for underrepresented and marginalised groups to support their career progression, improving opportunities for promotion to senior management levels.	Promote career coaching and its benefits. Identify and offer external resources	Low	
Improve monitoring of overtime of staff to prevent burn out especially those who work from home.	Feedback from annual all staff survey and monitor responses.	Low	
Increase staff participation in external training	Circulate training opportunities	Low	

Community

What we want to do	Actions	Priority	Progress
Training in unconscious bias and inclusive leadership for all staff	Develop a training plan for all staff	High	
Career progression of underrepresented groups	Actively support the promotion of underrepresented groups through mentoring, visibility and access to opportunities	Medium	
Strengthen diverse recruitment partnering with schools, universities and industry organisations serving unrepresented groups.	Grow a partnership list of schools, universities and industry organisations working with underrepresented communities creating more routes into architecture and design	Medium	
List or preferred suppliers establishing a supply chain with a focus on majority women owned or underrepresented groups	Benchmark suppliers and create a preferred supplier policy	Low	
Prioritise local suppliers	Engage with local communities and B Hive businesses	Low	

Environment (Projects)

What we want to do	Actions	Priority	Progress
Sustainability knowledge sharing at each stage of projects	Embed sustainability champions within project teams. Carry out workshops, CPD's and Masterclasses	High	
Designate a lead to track project sustainability metrics and build a comprehensive environmental performance database	Assign a designated lead to monitor the energy use of projects, potable water and air tightness	High	
Low-carbon interventions and maximise reuse across our projects	Develop a retrofit strategy	Low	

5.0 What will we do next?

Environment (Practice)

What we want to do	Actions	Priority	Progress
Publish our Climate Transition Plan, outlining our long-term pathway to achieving net zero ahead of 2050.	Set out long-term strategic plan and reduction targets to achieve net zero ahead of 2050	High	
Set an internal carbon price £ per tonne investment in trusted avoidance and removal schemes	Investigate the carbon removal market to establish a pricing strategy to be embedding in our long-term business planning	Low	
Broaden Scope 3 data tracking to include upstream emissions from purchased goods and services	Track our products and services through a spend based approach	High	
Increase our renewable energy generation	Invest and install photovoltaic panels to our London Studio	High	
Improve the accuracy of waste data support targeted reductions	Apply a process to accurately record business waste from our operations	Low	
Enhance the credibility of our carbon reporting through third-party verification	Provide evidence to board that demonstrate the benefit of third-party verification of carbon footprint	Low	
Launch initiatives to help staff understand their personal carbon footprints and encourage low-carbon behaviours	Share initiatives during annual sustainability week to all staff	Low	

Customers

What we want to do	Actions	Priority	Progress
Increase the number of Post-Occupancy Evaluation (POE) across completed projects to gather consistent feedback on building performance and resident experience	Formalise a plan for initiating POE 12 months from completion date	Low	
Develop and refine a formal process with clients and residents to better capture and apply lessons learned into future design stages	Explore the appropriateness of client feedback and sharing client satisfaction	Low	



Wallis Road, Hackney Wick

Image Credits

Page	Image Description	Credit / Photographer
2	B Corp Illustration	HTA Design
5	Our London Studio	Kilian O'Sullivan
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8	Hanham Hall	Simon Brandon
8	Greenford Quay	Tide Construction
8	Our AJ100 Awards	HTA Design
8	Kidbrooke Park Road North	Kilian O'Sullivan
9	Ten Degrees	Richard Downer
9	Cane Hill, Croydon	Nick Harrison
9	Ten Degrees and College Road	HTA Design
9	Wallis Road, Hackney Wick	Kilian O'Sullivan
9	AJ100 Employer of the Year 2024 awards	HTA Design
15	Whole Office Meeting	Sally Faith
16	Our Bristol Studio	Tom Bright
21	2024 Autumn social	HTA Design
22	Winter Exhibition	Sally Faith
24	Our Edinburgh Studio	Tom Bright
27	Our Interior Design Team	Tom Bright
26	Wallis Road, Hackney Wick	Kilian O'Sullivan
30	Wallis Road, Hackney Wick	Tim Crocker
35	Stephen Lawrence workshop	HTA Design
35	Ravensbury Grove resident workshop	Fergus Burnett
35	Make Space for Girls workshop	Make Space for Girls
35	Winterton Tower Resident	Simon Brandon
35	Winstanley and York Road	HTA Design
35	BADU Model making workshop	HTA Design
35	AA4AH publication	HTA Design
35	Chelmsford community-led regeneration workshop	CHP
35	Co-design workshop	Peter Langdon
35	Beyond the Box workshop	Tom Bright
35	Assemble and Join	HTA Design
35	Crystal Palace workshop	HTA Design
36	MIPIM charity cycle	Club Peleton
36	Sketch club	HTA Design
36	Lunch at our London Studio	Kilian O'Sullivan
36	Pride charity breakfast at our London Studio	HTA Design
36	International Womens Day	HTA Design
36	BLACC @ HTA	Simon Brandon
36	Edinburgh Marathon	Edinburgh Marathon
36	AJ100 Employer of the Year 2024 awards	AJ100
36	Bring your Dog to Work	HTA Design
38	Hanham Hall	Nick Harrison
41	Resident of Hanham Hall, Holly Foskett-Barnes	Simon Brandon
43	Beyond the Box Workshop	Tom Bright
44	Hackney 100 award presentation	Hackney Council
47	Parents afternoon	HTA Design
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72	College Road, Croydon	Taran Wilkhu
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76	Greenford Quay, Ealing	Mickey L.F. Lee
79	The Rex, Kingston	HTA Design
83	College Road and Ten Degrees, Croydon	HTA Design
85	Wallis Road, Hackney Wick	Tim Crocker

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