

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) POLICY

In 2024, Bidwells became a purpose-led Certified B Corporation, joining a global movement of businesses using business as a force for good to address social and environmental challenges. This certification reflects our commitment to social and environmental responsibility, and to building an equitable, regenerative economy through our work in the built and rural environment.

Bidwells' B Corp status builds on more than 185 years of heritage and is driven by putting people first, strengthening community partnerships, and integrating impact across our services and operations. Through transparent impact reporting, accountable governance, and continuous improvement, we embed sustainability and social value into how we operate, advise, and lead.

This policy should be read in conjunction with our other policies and is subject to annual review.

PURPOSE & GOVERNANCE

Our Purpose Bidwells exists to help our clients make thoughtful property and land-use decisions that create lasting value for people, communities, and the environment, while also delivering strong, sustainable commercial outcomes.

We work closely alongside our clients, combining expertise with evidence-led insight, to shape places and landscapes where people and nature can thrive. From towns and cities to the rural environment, our focus is on supporting innovation, strengthening local economies, and improving quality of life.

We believe the best outcomes are those where commercial success goes hand in hand with positive social and environmental impact. That's why we're committed to working in support of a more sustainable, inclusive, and resilient future for all.

Our Mission To provide the UK's most sustainable and innovative property advice. Working with the most talented people and visionary clients to shape the future of our environment.

Our Vision To become the country's leading adviser in science & technology and sustainability, to enhance the quality of life for communities across the UK.

Our Mission and Values are underpinned by our six core values, which every colleague is evaluated against, ensuring a clear golden thread from the Board and Partners through to day-to-day behaviours and decision-making.

Governance & Transparency

Bidwells integrates social and environmental considerations into governance, strategy, and decision-making. Accountability for impact performance sits with senior leadership and our Board, ensuring alignment between purpose, risk management, and long-term value creation.

Bidwells is committed to transparency and accountability and will:

- Publish an annual Impact Report outlining social, environmental, and governance performance
- Review this policy annually or following significant regulatory or strategic change

- Use performance data and stakeholder feedback to drive continuous improvement
- Maintain compliance with B Corp certification and recertification requirements

Advocacy, Sector Leadership & Collective Action

We recognise that the built environment plays a critical role in enabling a prosperous, sustainable economy and shaping social outcomes, and we take responsibility for the influence our advice, advocacy, and activities have on long-term societal and environmental wellbeing.

In support of our purpose, Bidwells takes an active role in advocating for a more prosperous and sustainable long-term economy. Beyond direct client work, we contribute expertise, leadership, and insight through collaboration with sector bodies and alliances, including but not limited to the:

- Aldersgate Group
- Better Buildings Partnership (BBP)
- Institute of Sustainability and Environmental Professionals (ISEP)
- Real Estate Balance
- Royal Institution of Chartered Surveyors (RICS)
- Science Supercluster Board
- UK Green Building Council (UKGBC)

Through this engagement, we seek to influence standards, policy, and professional practice in ways that accelerate positive environmental and social impact across the wider built and rural environment.

Advocacy priorities and positions are approved and overseen by the Bidwells Board, ensuring alignment with our purpose, values, and long-term sustainability objectives.

Our advocacy commitments directly support and inform our B Corp commitments under **Climate Action**, **Environmental Stewardship & Circularity**, and **Governance Affairs & Collective Action**.

PLANET

Climate Action, Environmental Stewardship & Circularity

We recognise the urgency of the climate and nature crises and the role our operations, supply chain, advice, and influence play in enabling system-wide change. Bidwells commits to setting and maintaining a science-based greenhouse gas emissions reduction target in line with the Science Based Targets initiative (SBTi) and to using climate science to guide strategic, operational, and advisory decision-making.

We will:

- Improve energy efficiency and resource use across offices and operations
- Measure, disclose, and reduce greenhouse gas emissions across our operations in line with our science-based target
- Minimise waste and promote circular economy principles in our operations and procurement
- Promote the transition to electric vehicles (EVs) by encouraging lower-emission travel choices, supporting EV adoption within our fleet and company car arrangements, with non-EV vehicles permitted only in exceptional and justified circumstances, and enabling EV charging where feasible
- Engage suppliers and partners to support Scope 3 emissions measurement, transparency, and decarbonisation, prioritising collaboration with those demonstrating credible sustainability commitments
- Integrate climate, nature, and sustainability considerations into client advice, land-use decisions, and service delivery

Bidwells has maintained ISO 14001 certification since 2007, driving continuous improvement in environmental performance, resource efficiency, and waste reduction. This is supported by our integrated ISO 45001 and ISO 9001 management systems.

Environmental performance is reviewed regularly by our Group Central Operations (GCO) Departmental Management Team (DMT) and informs both operational decisions and external advisory work.

OUR PEOPLE

Our people are central to our business and we are committed to creating a safe, inclusive, and purpose-led workplace where everyone can thrive.

Fair Work

Bidwells is a Real Living Wage and Oxford Living Wage accredited employer, demonstrating our commitment to fair pay and responsible employment practices. We aim to attract, retain, and develop talented people by fostering a culture grounded in fairness, wellbeing, opportunity, and shared purpose.

Purposeful Culture & Engagement

We integrate sustainability and purpose into our culture in a way that supports an inclusive and psychologically safe working environment. Environmental, social, and governance (ESG) considerations are embedded into employee engagement and decision-making, including representation within the Be Bidwells Committee.

Employee understanding of, and engagement with, our purpose is monitored through regular employee surveys, including specific questions related to B Corp and organisational purpose.

Health, Safety & Wellbeing

Bidwells is committed to maintaining a strong health and safety culture that prioritises the physical and mental wellbeing of our people, clients, and partners. Our approach is supported by the “Be Safe” campaign, which promotes shared responsibility, proactive risk awareness, and safe behaviours across all roles and locations. Health and safety expectations are embedded within our policies, training, and day-to-day practices.

Bidwells is committed to creating a healthy, supportive working environment, underpinned by our comprehensive BWell programme. This includes our Coffee Break series, which provides space for conversations and awareness on topics such as menopause and our BWell Hub, which offers guidance, signposting and resources across all areas of wellbeing.

We host Be Empowered Week, encouraging colleagues to prioritise their wellbeing through our benefits, support services, and practical advice.

We also offer an annual BWell Day, giving every colleague across the firm a dedicated day to take whenever they choose, solely for supporting their own wellbeing.

Health, safety and wellbeing initiatives are reviewed in partnership with the People Team and overseen by the GCO DMT, the Be at Bidwells Committee, and the Compliance and Risk Committee, with long-term priorities aligned to our 2030 People Strategy.

Volunteering, Pro Bono & Social Contribution

Bidwells encourages colleagues to contribute time and skills to support communities and social impact initiatives. All colleagues receive up to two days paid volunteering leave for volunteering and pro bono activities, and we actively promote increased participation across the business. A dedicated Pro Bono and Volunteering Policy sets out our approach and expectations.

Volunteering take-up is monitored annually, with a focus on year-on-year improvement. For details on last years performance refer to our annual [Impact Report](#).

Equity, Diversity & Inclusion (EDI)

Bidwells is committed to advancing equity, diversity, and inclusion across the firm. We work closely with the People Team to align EDI activity with our broader people strategy, with a focus on improving diversity, inclusion, and social mobility across all levels of the business. We have a number of Diversity, Inclusion & Belonging Policies that establish our expectations on culture and behaviour, EDI is covered by our Be at Bidwells committee

Learning, Development & Early Careers

Our aspiration is to have all colleagues realising their potential by attaining, building and demonstrating our values, behaviours, knowledge and skills in their role. In support of this we commit to providing access to high quality learning & development for all our colleagues, contributing to continued professional development through our BeDeveloped programme that offers support at every level of their career.

Our learning and development includes mandatory ESG upskilling through a micro learning platform “Stickerbook”, alongside face to face and virtual CPD across the broad range of sustainability topics.

Bidwells also supports apprenticeships and early careers pathways, helping to widen access to the property profession, build future skills, and support social mobility across the built and rural environment.

INFLUENCE

Sustainable Procurement & Human Rights

Bidwells is committed to responsible procurement that respects human rights, mitigates modern slavery risks, and supports environmental and social performance across our supply chain **and on behalf of our clients**. Aligned with ISO 20400 and B Corp standards, we manage Scope 3 emissions and apply proportionate supplier due diligence to drive continuous improvement, as set out in our **Supplier Code of Conduct and Responsible Procurement Policy**.

Community Impact

Bidwells is committed to creating positive change in the communities where we operate and we have created a Community Impact Fund (CIF) that supports positive social initiatives aligned with our purpose. The use of CIF proceeds is governed by a dedicated policy that prioritises support for underserved needs and communities, with funding for sponsorship, marketing and business development activities sourced separately.

Through our Community Impact Policy and local Community Involvement Champions, we:

- Invest time, skills, and resources into community partnerships
- Focus support towards historically underserved communities
- Measure the outcomes of community activity to ensure meaningful and lasting impact

All colleagues receive two paid volunteering days per year, one of which may be used for team or office-wide activity.

Helen Newman
Executive Director, Group Sustainability

April 2026 V3.0