

# ESG Impact Report

FY2025



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# 01

## About Survey Solutions

Established in 1997, Survey Solutions is a cornerstone in the geospatial engineering survey industry. Operating from a network of 12 offices across the UK, from Scotland to Somerset, we offer a comprehensive range of surveying services. Our first class reputation is built on working in close partnership with our clients, and delivering solutions that meet individual project needs. Our broad scope of services cover land, buildings, underground, site engineering, monitoring, and rail, catering to projects of all sizes - from domestic one-off jobs to complex multi-package schemes.

With a team of over 160 specialist surveyors, our extensive experience and expertise also enable us to support a wide range of sectors, including residential new builds, retail, energy, education, transport, and healthcare. We provide end-to-end support throughout the project lifecycle, from initial enquiry to final delivery and beyond.

Our suite of services ensures that we can meet the diverse needs of our clients, making us an ideal partner for any project.

As we continue to expand across the UK, we are committed to embedding sustainability within our operations, ensuring that our growth is responsible and future-focused.

**OUR AMBITION IS SIMPLE:  
TO LEAD THE FUTURE OF  
SURVEYING AND MONITORING  
IN THE UK.**





**David Lowe**  
Chief Executive Officer

“  
Sustainability is increasingly shaping how we innovate, lead, and create long-term value for our stakeholders.  
”

## Welcome from our CEO, David Lowe

I am delighted to welcome you to Survey Solutions' second Environmental, Social, and Governance (ESG) Impact Report. This report reflects our ongoing commitment to transparency, accountability, and continuous progress.

We are advancing towards our 2045 Net Zero ambition, with this year marking our second cycle of carbon measurement and reporting. Following improvements in data quality, we have redefined 2024 as our baseline emissions year, against which we will benchmark our progress annually going forward.

Building on these foundations, we are deepening efforts to reduce our footprint across electricity, transport, resource use, and waste management. Equally, we are empowering our clients to accelerate their own sustainability goals. Through our surveying expertise and geospatial technologies, we help them minimise environmental impacts, strengthen climate resilience, and make data-driven decisions with precision and confidence.

Our people remain at the heart of everything we do. In 2025, we were proud to be certified as a Great Place to Work® and named one of the UK's Best Workplaces in Construction, Engineering & Property™ in the Large and Super Large category. This recognition reflects our dedication to creating an inclusive, people-first, and supportive culture where colleagues can grow and thrive. Over the past year, we have enhanced our employee experience

by introducing new benefits, improving team communication, and investing in leadership development to strengthen management capability across the business.

Sound governance continues to anchor our ESG strategy. We continue to uphold internationally recognised standards through our ISO 9001, 14001, 27001, and 45001 certifications, alongside accreditations from CHAS, Constructionline, Cyber Essentials, and SMAS Worksafe. Together, these frameworks reinforce our integrity and accountability in quality management, environmental care, information security, and occupational safety.

Sustainability is increasingly shaping how we innovate, lead, and create long-term value for our stakeholders. As we look ahead to 2026 and beyond, Survey Solutions is taking a more strategic and integrated approach to embedding ESG principles throughout our operations. This includes continuing to refine our environmental performance, invest in low-carbon technologies, and deepen partnerships across our value chain to achieve shared sustainability outcomes. We look forward to reporting back on our progress in 2026, as we edge towards even more ambitious milestones.



# ESG Highlights

## Environmental



Continued to transition away from petrol vehicles, with hybrid and electric vehicles now making up 47% of our fleet



Refined data collection to enhance the accuracy of our emissions reporting, and established FY2024 as our new baseline year



Maintained our ISO 14001 Accreditation

## Social



Certified Great Place to Work® 2025

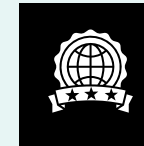


1,208 training hours completed through our in-house training academy

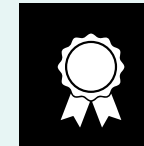


54 internal promotions

## Governance



International Accreditations: ISO 9001, ISO 14001, ISO 27001, ISO 45001



Certifications: CHAS Certification, SMAS WorkSafe Plus (SSIP), Cyber Essentials, European GPR Association, Constructionline Gold member, Chartered ICES, Achilles UVDB and Safecontractor

# 01

## Contributing To The UN SDGs





At Survey Solutions, we understand the importance of ensuring that our individual and collective actions help shape a brighter, safer, and more sustainable future for all.

The United Nations Sustainable Development Goals (SDGs) provide a global blueprint for achieving this vision by promoting equality, prosperity, and environmental stewardship across nations. These 17 goals serve as a shared framework to address the world's most pressing challenges, from climate change to social inequality and economic resilience.

Using this framework, we have identified the four SDGs where our business can make the greatest impact. Through focused action and collaboration, we are committed to driving measurable progress and contributing to meaningful, lasting change.



# Contributing To The UN SDGs continued

| SDG Goal  | Action   | Our Contribution   |
|---|--|--|
|    | <p><b>Ensure healthy lives and promote wellbeing for all at all ages</b></p>                                       | <p>At Survey Solutions, we place the health, safety and wellbeing of our people and communities at the heart of everything we do. We proactively create a safe, supportive workplace, through:</p> <ul style="list-style-type: none"> <li>• Our robust health &amp; safety management system.</li> <li>• ISO 45001 accreditation.</li> <li>• Four trained Mental Health First Aiders in place across the business.</li> <li>• Company ‘Stress-at-Work’ policy in place, supplemented by Mental Health support schemes and awareness training.</li> <li>• ‘Steps Challenge’ in partnership with Mind to boost physical activity.</li> <li>• “Near Miss of the Month” award reinforces safety awareness and best practice.</li> </ul>  |
|    | <p><b>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</b></p> | <p>We are committed to empowering our employees through learning, growth and opportunity. In 2025 we enhanced our learning &amp; development framework:</p> <ul style="list-style-type: none"> <li>• We created 112 training courses and 14 structured programmes.</li> <li>• A tailored sales-workshop was launched to strengthen client-engagement and communication skills.</li> <li>• We introduced a new annual performance-review process to deliver personalised development plans.</li> </ul> <p>As an approved development partner (Chartered Institution of Civil Engineering Surveyors - CICES), we deliver high-quality training and clear pathways for career progression. By equipping our people with the right skills, tools and opportunities, we support equitable growth, lifelong learning and the ongoing advancement of our industry.</p>  |
|    | <p><b>Make cities and human settlements inclusive, safe, resilient and sustainable</b></p>                         | <p>We design and enhance homes, workplaces, and infrastructure that support sustainable, resilient communities. By mapping vulnerabilities, assessing landscapes and analysing infrastructure, we help direct resources where they are most needed, improving resilience, equity and accessibility. Some of our services that contribute to sustainable cities and communities are:</p> <ul style="list-style-type: none"> <li>• Land and Topographical Surveys: These provide the accurate data needed for planning and developing safe, accessible, and resource-efficient urban areas.</li> <li>• Underground Utility and Drainage Surveys: Supporting infrastructure upgrades and maintenance to enhance safety, reduce risk, and enable smarter resource management within cities.</li> <li>• Monitoring Services: Surveys to detect building or structural movement help mitigate risks from urban densification and regeneration.</li> </ul>  |
|  | <p><b>Take urgent action to combat climate change and its impacts</b></p>  | <p>We provide solutions that enable us to collaborate with clients to measure their carbon footprint, reduce environmental impact, and improve resource efficiency. Our services include:</p> <ul style="list-style-type: none"> <li>• <b>Utility and Environmental Surveys</b> – identifying opportunities for energy efficiency upgrades, supporting climate resilience planning, and integrating adaptation measures into infrastructure projects.</li> <li>• <b>Environmental Monitoring</b> – tracking vibration, dust particulates, humidity, temperature, and carbon dioxide to mitigate operational risks, support site safety, and protect the surrounding community.</li> <li>• <b>Building Information Modelling (BIM) Services</b> – analysing and optimising building energy performance to enable more sustainable, energy-efficient designs.</li> </ul> <p>In parallel, Survey Solutions is actively working towards Net Zero, with initiatives that focus on energy efficiency, reducing transportation-related emissions, and implementing a comprehensive Environmental Management System to minimise the company’s environmental footprint.</p> |



Environmental responsibility at Survey Solutions is underpinned by clear governance and accountability. During the reporting period, we appointed a dedicated HSEQ Manager, who also assumes responsibility as ESG Lead, strengthening oversight, coordination, and delivery of our environmental and wider ESG objectives across the business.

# ENVIRONMENTAL

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## Achieving Net Zero

Global and national climate science makes clear that reaching Net Zero is essential to limiting global warming to safer levels. In response, the British Government has committed to achieving Net Zero by 2050, in-line with the 2015 Paris Agreement to keep global temperatures below 2°C and, ideally, as close to 1.5°C as possible. Net Zero status is reached when a company reduces and removes as much greenhouse gas (GHGs) as it emits.

The geospatial engineering and surveying sector has a distinct role to play in decarbonisation efforts. Infrastructure, built environment assets and development projects all have carbon implications, and the surveying industry must adapt to support this transition. Survey Solutions remains committed to evolving its practices in order to achieve Net Zero emissions by 2045, five years ahead of the UK Government's national target.

### Our current position

FY24 marks Survey Solutions' second year of emissions reporting, reaffirming our commitment to measure, manage, and reduce our carbon impact on an annual basis. By updating our carbon footprint each year, we ensure that our Net Zero strategy remains data-driven and aligned with best practice.

Following organisational growth, the addition of a new operating location, and substantial improvements in emissions data quality, FY24 has been adopted as Survey Solutions' new base year for greenhouse gas (GHG) reporting. This decision ensures the baseline year accurately represents the full scope of our business operations.

The combined effect of organisational expansion and improved data completeness exceeds the 5% materiality threshold defined in our recalculation policy. As a result, total reported emissions in FY2024 are approximately 46% higher than those in FY2023. This increase is driven primarily by boundary changes and better data coverage, rather than an increase in emissions intensity.

Consequently, FY2024, with total emissions of 1,808.5 tCO<sub>2</sub>e, is now established as the reference year against which future emissions inventories and Net Zero progress will be measured. FY2023 emissions figures will continue to be disclosed for historical comparison, but will no longer serve as the baseline year.

### Scope 1

Scope 1 emissions were broadly stable at under 500 tCO<sub>2</sub>e. Transportation, which represents roughly one-third of total emissions, declined by 8%. Stationary combustion (natural gas use on site) rose slightly, consistent with higher energy use across sites.

### Scope 2

Electricity-related emissions rose due to both higher demand and increased grid-average intensity. Location-based emissions increased by 45%, and market-based emissions by 61%, highlighting the need to revisit power purchase agreements and accelerate renewable electricity procurement across the group.

### Scope 3

Scope 3 remained the largest component of our carbon footprint and the main driver of the year-on-year increase in



### Net Zero highlights

**Committed to achieving Net Zero emissions by 2045**

**1,809 tCO<sub>2</sub>e total gross emissions (market-based) recorded in FYE 24**

**Adoption of FY2024 as a base year in response to organisational growth, boundary expansion and significant improvement in data quality**

total emissions. Reducing Scope 3 emissions is inherently more challenging, as it depends on external factors such as supplier practices, employee behaviour, and broader market conditions.

The increase is largely attributable to organisational growth, the addition of a new operating location within our reporting boundary, and significant improvements in data quality.

Purchased goods and services emissions increased 427% following this expansion. Additionally, this rise reflects the improved completeness of procurement data, which included a wider range of carbon material purchases.

Business travel and employee commuting emissions also grew alongside increased business activity, driven by higher air and rail travel, as well as an uptake in employee mileage reclaims.

Waste and upstream transport also rose sharply, again reflecting enhanced data accuracy and completeness.

Below is an itemised breakdown showing the amount of carbon emissions (tCO<sub>2</sub>e) produced by each scope and category from October 2025 calculations.

| Scope / Category   | Item  | Total tCO <sub>2</sub> e FY23 | Total tCO <sub>2</sub> e FY24 | % change from base year FY23 |
|--|---|-------------------------------|-------------------------------|------------------------------|
| <b>Scope 1</b>   |   |                               |                               |                              |
| Stationary combustion (Gas)                                    | Gas consumed  | 1.60                          | 1.99                          | 25%                          |
| Transport (Vehicles owned or leased by Survey Solutions)       | Owned and leased ICE vehicles   | 512.45                        | 471.8                         | -8%                          |
| <b>Scope 2</b>   |   |                               |                               |                              |
| Electricity (Location-based) <sup>6</sup>                      | Purchased electricity, for own use (grid average)   | 17.3                          | 25.03                         | 45%                          |
| Electricity (Market-based) <sup>7</sup>                        | Purchased electricity, for own use (specific contract)  | 32                            | 51.6                          | 61%                          |
| Electricity (electric vehicles)                                | Owned and leased EVs  | 0.5                           | 0.01                          | -99%                         |
| <b>Scope 3</b>   |   |                               |                               |                              |
| Category 1: Purchased goods and services                       | Goods and services  | 63.01                         | 332.3                         | 427%                         |
| Category 2: Capital goods                                      | CapEx expenditure   | 175.3                         | 242.1                         | 38%                          |
| Category 3: Fuel and energy- related activities                | WTT <sup>8</sup> & T&D losses <sup>9</sup> from electricity, stationary combustion of fuels and transport | 128.2                         | 129.4                         | 1%                           |
| Category 4: Upstream transportation and distribution           | Transport between tier 1 suppliers or paid transport for goods (upstream & downstream) WTW <sup>10</sup>  | 0.1                           | 0.27                          | 167%                         |
| Category 5: Waste  | Waste disposal from operations  | 0.58                          | 5.51                          | 849%                         |
| Category 6: Business travel                                    | Land and air travel and hotel stays for business purposes WTW   | 43.43                         | 124.2                         | 186%                         |
| Category 7: Employee commuting & homeworking                   | Employees commuting to and back from work WTW. Employees working from home                                | 276.9                         | 449.1                         | 62%                          |
| <b>Total Gross Emissions (Location-based)</b>                  |   | <b>1,218.9</b>                | <b>1,781.84</b>               |                              |
| Less emissions avoided by procurement of renewable electricity |   | -                             | -                             |                              |
| Less emissions avoided by production of renewable electricity  |   | -                             | 26.63                         |                              |
| <b>Total Gross Emissions (Market-based)</b>                    |   | <b>1,234.05</b>               | <b>1,808.47</b>               |                              |
| Less carbon offsets  |   | 550                           | 526                           |                              |
| <b>Total Net Emissions</b>                                     |   | <b>684</b>                    | <b>1,282.47</b>               |                              |

<sup>1</sup> Location-based represents emissions from electricity consumption based on grid average emissions

<sup>2</sup> Market-based represents emissions from electricity consumption based on specific energy contracts

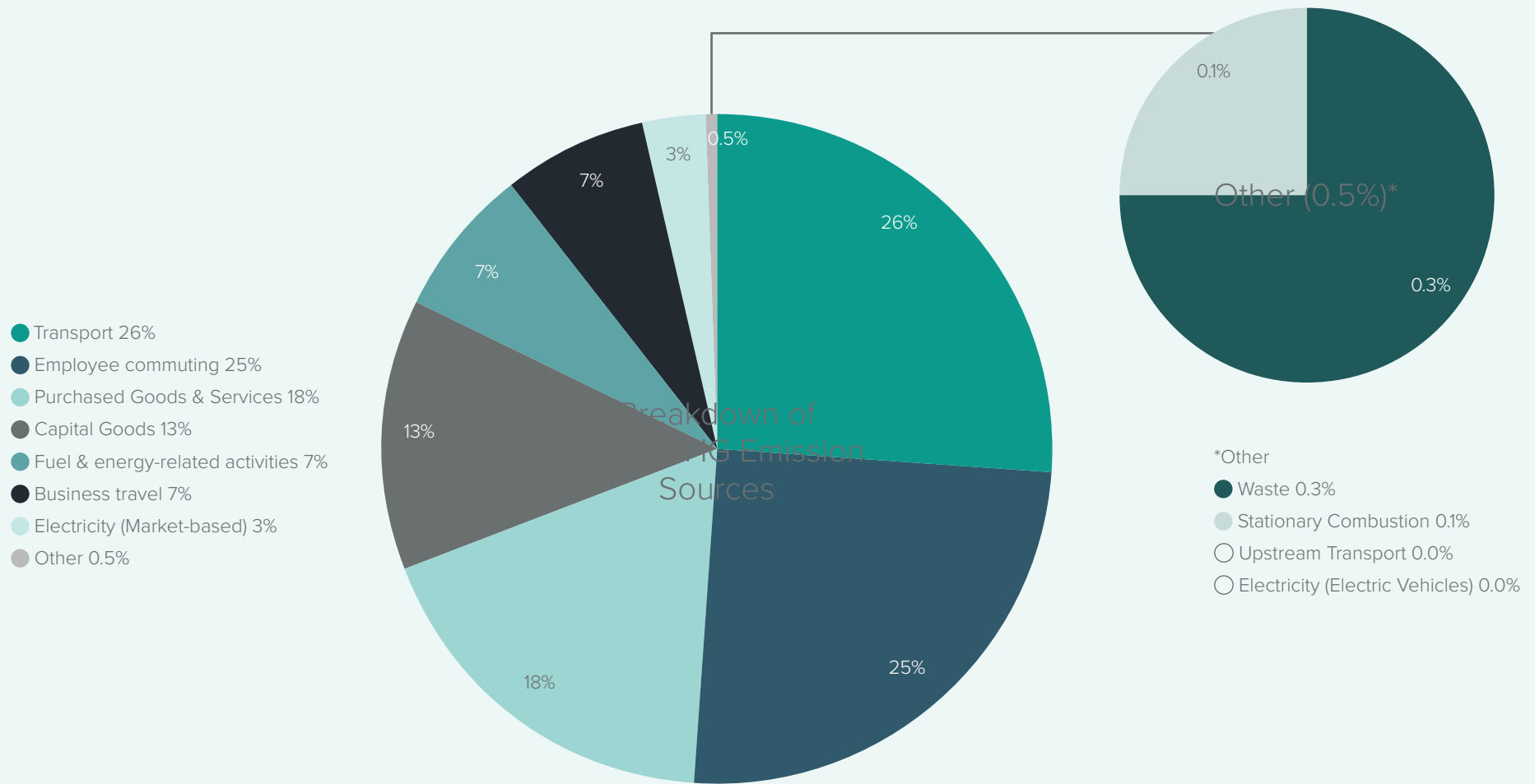
<sup>3</sup> WTT – Well-To-Tank emissions. Emissions associated with the extraction refinement and transport of fuels before consumption

<sup>4</sup> T&D losses – Transmission and distribution losses. Emissions associated with the energy lost during the transmission of electricity through the network

<sup>5</sup> WTW – Well-to-wheel emissions. Includes emissions associated with the extraction, refinement, transport, and consumption of fuels

To understand our emissions in proportion to business growth, we have applied intensity ratios, which define our emissions in relation to specific business metrics.

| Intensity Ratios                      | Quantity | Gross Emissions (Location-based) | Gross Emissions (Market-based) | Net Emissions |
|---------------------------------------|----------|----------------------------------|--------------------------------|---------------|
| tCO <sub>2</sub> e per employee       | 198.00   | 9                                | 9.13                           | 6.48          |
| tCO <sub>2</sub> e per m <sup>2</sup> | 1,715.84 | 1.04                             | 1.05                           | 0.75          |



# 02

## Carbon Reduction Glidepath

We recognise that growth in emissions is not a step backwards. Rather, it signals a deeper, more mature understanding of our carbon footprint. This improved baseline means we are now in a stronger position to identify the hotspots, prioritise initiatives and deploy the strategies required to drive down emissions in future years.

We remain committed to achieving our Net Zero goal of a 98% overall reduction by 2045, and will continue to report transparently on our progress in the years ahead.

### Carbon Emission Glidepath tCO<sub>2</sub>e

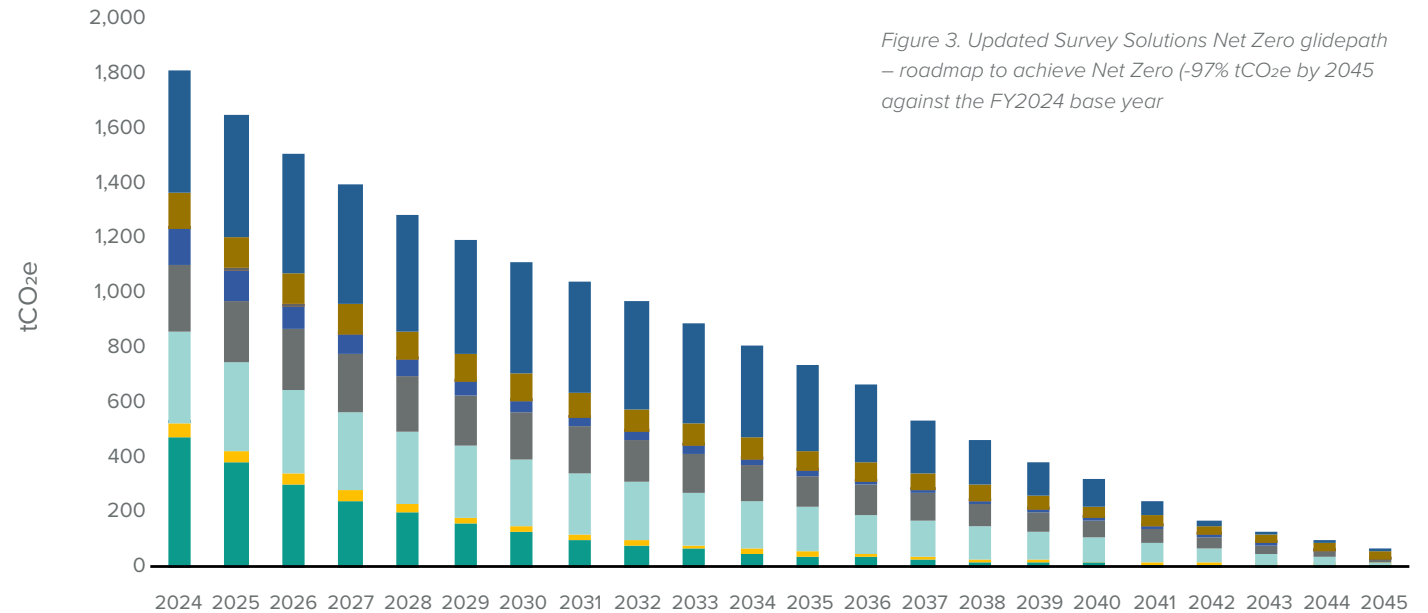


Figure 3. Updated Survey Solutions Net Zero glidepath – roadmap to achieve Net Zero (-97% tCO<sub>2</sub>e by 2045 against the FY2024 base year)

- Scope 1: Stationary Combustion
- Scope 1: Transport
- Scope 2: Electricity (market-based)
- Scope 2: Electricity (Electric Vehicles)
- Scope 3 Cat 1: Purchased goods and services
- Scope 3 Cat 2: Capital Goods
- Scope 3 Cat 3: SFuel and energy-related activities
- Scope 3 Cat 4: Upstream Transportation
- Scope 3 Cat 5: Waste
- Scope 3 Cat 6: Business Travel
- Scope 3 Cat 7: Employee Commuting

# 02

## Carbon Offsetting

For our FYE2024 reporting year, we offset 526 tonnes of carbon.



### Offsetting Project:

**Technology:**  
Renewable Energy

**Location:**  
Uttar Pradesh, Telangana,  
Andhra Pradesh, and  
Gujarat, India

**Goal:**  
Unlocking India's solar  
potential with grid-  
connected plants to drive  
impactful emission reductions

526 Tonnes of Carbon  
Offsets Equivalent to:



26,300  
Trees planted



105  
Hot Air  
Balloons filled



1,913,284  
Diesel car miles



238  
Homes heated annually  
(average gas kWh)

# 02

## Environmental Management

### Waste Management

We continue to strengthen our approach to resource and waste management, ensuring that materials are reused, recycled, or disposed of responsibly.

- Food waste bins have now been introduced at all sites, further improving waste segregation.
- Recycling stations remain in place across our office network, supporting segregation of general waste, mixed recycling, and electronic waste.
- We continue to work with approved external providers to collect and recycle waste batteries and other electrical components.
- Our equipment exchange programme with suppliers remains active, ensuring that end-of-life survey equipment is repurposed, repaired, or reused within secondary markets across the UK and overseas.

### Electricity Consumption

While a lesser contributor to our overall emissions, energy use remains a key area of focus within our environmental strategy and Net Zero pathway. We therefore recognise the importance of improving efficiency and transitioning to lower-carbon energy sources where feasible.

In FYE 24, electricity-related emissions rose due to higher demand and grid-average intensity, with location-based emissions increasing by 45% and market-based emissions by 61%. To reduce our Scope 2 emissions impact going forward, we will pursue renewable electricity procurement and introducing power purchasing agreements (PPAs) across our sites.

Survey Solutions owns two offices and leases eleven. While this limits direct control over procurement in the short term, we continue to engage with landlords to encourage renewable energy sourcing and to identify opportunities for improved efficiency within our controlled offices.





### Transport

Our fleet (Scope 1, Transport – owned and leased vehicles) remains a significant contributor to our overall emissions profile, accounting for roughly one quarter of total emissions. Our transportation emissions have reduced by 8% compared to the previous reporting period, driven by our commitment to decarbonising our operational fleet, supported by vehicle and travel schemes.

Our operational fleet now comprises 54 diesel, 24 petrol, 65 hybrid, and 5 fully electric vehicles (EV), reflecting steady progress toward a lower-carbon fleet composition. As vehicle leases are renewed, our strategy is to transition to hybrid and electric vehicles wherever practical, supporting both emission reduction and cost efficiency. To further support the transition to lower-emission vehicles, we are implementing EV charging infrastructure. Charging points are already in place at our Birmingham and Norwich sites, with two additional units planned for installation at our Bedford site in the future.

Employee Commuting (Scope 3, Category 7) and Business Travel (Scope 3, Category 6) also form a key part of our Scope 3 footprint. In FY24, we saw a notable increase in employee commuting emissions (62%), as a result of improved data collection methods, which have enabled a more complete and accurate representation of our actual commuting emissions.

**We have continued to reduce our petrol fleet and increase our use of hybrid vehicles.**

|   | <b>In 2024,<br/>we had:</b> | <b>In 2025,<br/>we now have:</b> |
|---|-----------------------------|----------------------------------|
|  | <b>72 diesel</b>            | <b>54 diesel</b>                 |
|  | <b>28 petrol</b>            | <b>24 petrol</b>                 |
|  | <b>42 hybrid</b>            | <b>65 hybrid</b>                 |
|  | <b>4 EVs</b>                | <b>5 EVs</b>                     |

We have continued to collect information on employee commuting modes to identify opportunities to promote more sustainable options. A centralised tracking system remains in place to capture data on all business-related travel, ensuring that we can monitor emissions more accurately and inform future reduction initiatives.

In addition to employee commuting, business travel emissions also increased. This was primarily driven by increased air and rail travel, as well as an uptick in employee mileage reclaims as business activity expanded. While we cannot directly influence what modes of travel our employees use, we are doing what we can to encourage them to join us on our sustainability journey.

# 02

## Supporting Our Clients' Drive Towards Sustainability

With the built environment responsible for around 40% of global carbon emissions, surveying professionals have a pivotal role to play in shaping a sustainable future.<sup>7</sup> At Survey Solutions, we are exploring how our industry can collaborate with clients to reduce environmental impact and strengthen climate resilience. Organisations today are expected to minimise emissions, manage resources responsibly, and demonstrate accountability throughout their operations. Our surveying technologies and geospatial insights enable our clients to achieve these aims with precision and efficiency.

The surveying industry has both the opportunity and a responsibility to inform smarter, more sustainable decision-making. By mapping vulnerabilities and assessing landscapes with geospatial data, we help direct resources where they are most needed, from improving infrastructure resilience to supporting equitable access to land and utilities. The data we generate empowers developers and communities to make informed, long-term decisions that balance environmental, social, and economic priorities.

<sup>7</sup> World Business Council for Sustainable Development. Transforming the Built Environment. <https://www.wbcsd.org/actions/transforming-the-built-environment>

### Glasgow Liveable Neighbourhood Project

Glasgow City Council's Liveable Neighbourhood Project (LNP) forms part of the city's Active Travel Strategy, aimed at improving accessibility, reducing car dependency, and enhancing local quality of life through sustainable transport infrastructure.

**PURPOSE:** Engineering consultancy Mott MacDonald required accurate topographic surveys across 12 sites to support the design of walking and cycling routes that connect communities and encourage greener mobility solutions.

**OUR SERVICES:** Survey Solutions mobilised seven surveying teams from four regional offices (Glasgow, Manchester, Nottingham, and London East) to complete detailed land and feature mapping of road junctions, carriageways, and green spaces. By maintaining consistent processes and data standards across all teams, we ensured accuracy and reliability across multiple sites under tight deadlines.

Utilising the latest in laser scanning technology, all data was able to be captured quickly, ensuring time on site was minimised. 3D point cloud data was processed to produce a swift delivery of outputs including sections, roof elevations and a full set of Revit models.

**OUTCOME: What would traditionally take 12 weeks was delivered in just five. Incremental data delivery allowed Mott MacDonald's engineers to begin design work immediately, streamlining the entire project timeline. Our responsive and collaborative approach solidified our partnership, leading to additional commissions for subsequent phases of Glasgow's LNP, contributing to a more connected and sustainable urban environment.**





3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



# SOCIAL

## Our Culture

Our culture is centred around our four core values:



### We Care

**about our people, communities and our clients**

We believe that our greatest strength lies in our people. This includes the colleagues, clients and the communities we serve. By putting care at the heart of our work, we build a supportive, inclusive and respectful workplace, and ensure that we contribute beyond business alone.



### We Share

**a common goal of achieving our vision and everyone playing their part, across all our office locations**

Across all offices and roles, we operate as one team with shared purpose. Collaboration, accountability and transparency guide how we work together, ensuring every individual feels connected, valued and empowered to contribute.



### We Deliver

**a great place to work, by exceeding clients' expectations and offering the best solutions**

Through a culture of excellence, teamwork and integrity, we strive to deliver not only outstanding service to clients, but a workplace where people feel proud, motivated and aligned with meaningful outcomes.



### We Grow

**by continuously developing our people, strengthening how we work together, and improving the way we operate as a business**

We believe growth happens at every level of our organisation. By investing in personal and professional development, learning from one another as a team, and embedding continuous improvement into our ways of working, we build capability, resilience and long-term success for our people, our clients and our company.

# 03

## Our Employees: Highlights

An experienced, dynamic and engaged workforce is committed to our vision.



### Results

112 training courses created and 14 structured programmes delivered

54 internal promotions

Certified Great Place to Work® 2025

74% of employees say Survey Solutions is a great place to work

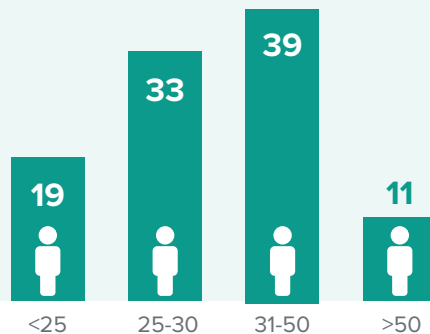
4 Mental Health First Aiders

### Headcount

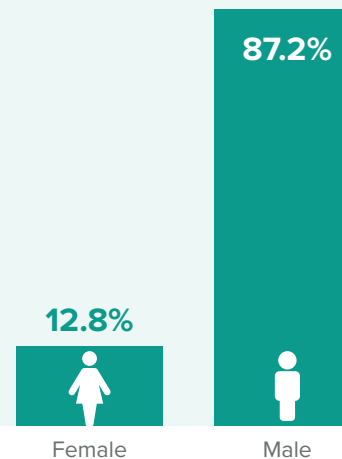


218 Employees

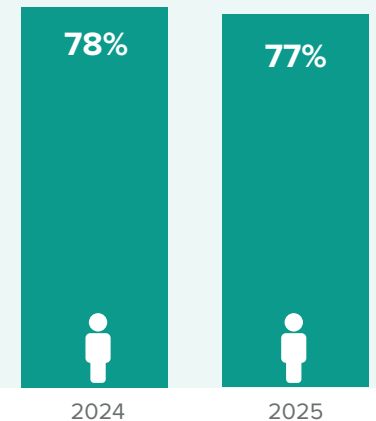
### Our Ages (yrs)



### Gender Breakdown



### Staff Retention



## Engaging Our Employees

Our people are at the centre of everything we do, and their feedback shapes how we grow and improve as a business. In 2025, this commitment was recognised when Survey Solutions was officially certified as a Great Place to Work® and named one of the UK's Best Workplaces in Construction, Engineering & Property™ in the Large and Super Large category.

This recognition celebrates the inclusive, people-first culture we have built together, and the ongoing work to make Survey Solutions a place where people want to stay, grow, and do their best work.

Over the past year, we have introduced new benefits, enhanced communication across teams, and invested in line management training to strengthen leadership capability.



*“We’ve worked hard over the years to make Survey Solutions a great place to work, so it’s incredibly rewarding to now be formally recognised with this certification. It reflects our continued efforts to support and invest in our people – whether that’s improving benefits, listening to feedback, or introducing tools like our Learning Management System to make training more accessible for our remote teams. One of the things our people value most is the amazing colleagues they work with; we’re lucky to have such a talented, dedicated team.”*

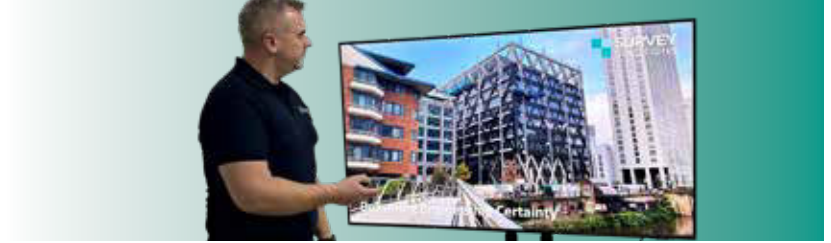
Lauren Bailey, Head of HR

### Key Results

**74% of employees say Survey Solutions is a great place to work**

**97% report fair treatment regardless of race;  
96% fair treatment regardless of sexual orientation; 92% fair  
treatment regardless of gender**

**77% employee retention**



### Developing Our Employees

At the heart of our business is a commitment to developing talent and empowering our people to grow, lead, and make a real difference.

We are dedicated to training and developing a significant number of trainee surveyors, consistently placing us at the forefront of the industry for trainee development. Through our network of offices, we are building the foundation for the next generation of talent in our profession.

In 2025, we strengthened our learning and development programme, providing our teams with the structure, resources, and confidence to reach their full potential, while maintaining our core initiatives: competency-based skills assessments, 1:1 development meetings, and dedicated training. Over the reporting year, 112

courses and 14 structured training programmes were created on our learning system for employees to participate in.

Overall, 1208 training hours were completed, reflecting a strong uptake across teams and disciplines.

This year saw the introduction of several new initiatives designed to support growth at every level of the business. This includes a series of targeted workshops with our sales team focused on enhancing communication skills and client engagement.

We are proud to have been shortlisted for the Construction News Awards 2025 in the Training Excellence category. This is a testament to the dedication of our teams and the quality of our learning programmes.

### Key Results

**112 training courses created, and 14 structured programmes delivered**

**Launch of a new annual performance review process to provide tailored development plans**

**54 internal promotions demonstrating career growth opportunities**

**Continued recognition as a CICES Approved Development Partner**



## Supporting Employee Wellbeing

Creating a positive and supportive work environment starts with a clear commitment to our employees. Our approach builds on the foundations established last year and includes the following initiatives:

- Wellbeing and Work Stress Policies outline our commitment and approach to proactively supporting employees
- (MHFAs): four trained MHFAs are deployed across the business, and we plan to train a further five over the next year. Line managers will also receive targeted mental health training to support direct reports
- Equal pay reviews are conducted annually to assess pay parity across the business
- Salary sacrifice pensions were introduced to support long-term financial wellbeing
- Completed a Steps Challenge with Mind, encouraging physical activity and engagement amongst teams
- In late 2025, we launched a Mental Health Awareness course, with the goal of promoting education and resilience across the workforce

These initiatives reflect our commitment to supporting our employees, promoting balance, and creating an environment where people can thrive both personally and professionally.

## Advancing Diversity, Equity & Inclusion

We recognise that a diverse and inclusive workforce is key to building stronger teams, delivering better outcomes for clients, and reflecting the communities we serve. Our DE&I framework ensures fairness, accountability, and equal opportunities across the business.

To support this commitment, we have established the following measures to promote fairness and accountability:

- Our Equal Opportunities policy underpins our commitment to equal and fair treatment across the business
- Employees can report any grievances through our established Grievance Procedure, and disciplinary action is taken against serious incidents of misconduct
- Managers complete training on discrimination and bias in recruitment and interviews
- Annual DE&I training is delivered to incoming managers, and we plan to extend participation across the wider business
- Data on gender, ethnicity, disability, and age is captured through our HR system, allowing us to better understand our workforce demographics and inform future initiatives



### Empowering Women in Surveying

We place a strong emphasis on supporting women in our sector, which has historically been male-dominated. While our workforce is still predominantly male (87.2%), this is something we are determined to change, and we were pleased to report that 92% of our workforce stated that they were fairly treated- regardless of gender- in our workplace. Additionally, we have a number of initiatives in place focused on platforming our female employees. Survey Solutions supports and promotes the CICES (Chartered Institution of Civil Engineering Surveyors) Women's forum to staff, fostering mentoring relationships and support networks. In 2025, we also celebrated International Women's Day, with a series of initiatives highlighting the achievements of women at Survey Solutions.

### Spotlight: Sandrine – Senior Trainer



“  
*When I joined Survey Solutions in 2016, I was the only woman in the Norwich office. Today, I want young women to see that surveying is a dynamic and rewarding career – and that they can succeed in it. Let's make a change and promote women in surveying and construction!*”

**Sandrine, Senior Trainer**

Sandrine's journey illustrates the value of perseverance, mentorship, and a supportive culture. Transitioning from archaeology into surveying, she faced challenges as the only woman in her office and on site. Today, as Senior Trainer and member of the CICES Women's Forum, she is passionate about inspiring the next generation of female surveyors.



# 03

## Building Strong Customer Relations

“

*Survey Solutions was able to provide a flexible and pragmatic approach. Our needs were often quite specific regarding which days to carry out the works and with short notice time scales in which to undertake the visits. None of this seemed to phase Neil and his team who were able to accommodate our requests, not only on the site visits, but also the processing and production of the data within short timescales. Neil and his team at Survey Solutions provided us with a professional service and we look forward to the opportunity to work with them again.*

Leighton Pearson, Operations Technician,  
Roberts Environmental Ltd

”

At Survey Solutions, exceptional service is at the heart of everything we do. Our ISO 9001 certification underpins a rigorous quality management system that drives continual improvement and ensures we consistently exceed client expectations.

With a nationwide network of offices, we deliver a truly local service wherever your project is based, providing rapid response times and trusted expertise. Each region is led by an experienced Survey Manager, offering clients a consistent point of contact and seamless collaboration across every stage of delivery.

As a CICES Approved Development Partner, we're committed to the highest professional standards, building long-term relationships founded on trust, reliability, and technical excellence.



### Why clients choose Survey Solutions:

National reach, local service – responsive teams where and when you need them

Trusted quality – ISO 9001 standards and robust QA processes

Deep sector expertise – experience with Tier 1 contractors, consultants, and developers

Reliability at scale – from rapid surveys to major frameworks

# Community Impact

We believe in the importance of giving back to our communities and are proud of our active involvement in the areas where we live and work. By creating education partnerships, developing local talent, and engaging with future engineers, we help strengthen the communities that underpin our industry. These efforts ensure that the benefits of growth and investment are shared locally, creating opportunities, building careers, and inspiring the next generation of technical professionals.



## COVENTRY CITY GIRLS UNDER 13S

We are proud to continue our sponsorship of the Coventry City Women and Girls U13s football team for a third consecutive season. Led in part by our own Mike Milne, Survey Manager at our Coventry office, who volunteers as a team coach, this partnership provides new training kits and supports the development of young athletes competing across the Coventry & Warwickshire U13 Girls League.



## HANDS ON WORKSHOPS

In 2025, we expanded our engagement with schools, colleges, and universities to inspire future engineers and surveyors. This included leading a hands-on workshop for final-year Civil Engineering students at City University London. The session gave students practical experience with advanced surveying technology and valuable insight into its real-world applications.

## APPRENTICESHIPS

Building local skills remains a key priority. Working with Suffolk New College and the Sizewell C project, we helped launch the region's first Geospatial Survey Technician Level 3 apprenticeship, welcoming four new apprentices across our Ipswich, Brentwood, and Coventry offices. Survey Solutions continued to support an employee in Coventry in his second year of studies. These initiatives help to build a pipeline of skilled, site-ready surveyors, while supporting regional employment goals.



The background is a dark blue field filled with a complex network of glowing light blue lines and dots, resembling a digital or molecular structure. In the center, a large, glowing blue letter 'G' is formed by a dense grid of small dots. To the right of the 'G', the word 'GOVERNANCE' is written in a bold, white, sans-serif font, underlined with a thin white horizontal line.

**GOVERNANCE**

## Policy Management and Compliance

At Survey Solutions, we prioritise effective policy management and compliance, ensuring that all policies are accessible to employees through the PeopleHR platform. Our commitment to responsible business practices is reinforced by a robust governance pack, which includes ESG-specific policies that guide ethical and sustainable conduct across our operations.

Key elements of our policy management framework include:

- **Comprehensive Governance Policies:** Our policy suite includes ESG, Modern Slavery, Anti-Slavery and Human Trafficking, Whistleblowing, Employee Code of Conduct, Health and Safety, Anti-Bribery and Corruption, GDPR and Cybersecurity, Prevention of Illegal Working, and Anti-Harassment and Bullying. These are available in the employee handbook on PeopleHR, with Health and Safety guidelines shared separately.
- **Annual Policy Review and Distribution:** The Staff Handbook undergoes annual review to ensure relevance and compliance with evolving standards. Updated policies are distributed to employees via email, and employees are required to acknowledge, via signature, that they have read and understood any updates.
- **Training and Accessibility:** New employees receive training on company policies during onboarding to promote awareness and adherence from day one.
- **Employee Code of Conduct:** Located in the Staff Handbook, our Code of Conduct covers essential workplace policies, including guidelines on dress code, confidentiality, time management, communications, attendance, personal information handling, company property use, substance policies, and procedures for disciplinary action.

Through these policies, Survey Solutions promotes a responsible, ethical, and compliant work environment that upholds the highest standards of governance and integrity.

## Promoting Responsible Business Practices

### Anti-bribery and Corruption

Integral to our reputation in a trusted business is our commitment to conduct ourselves with the utmost professionalism, fairness, and integrity. This is reflected in our Anti-Bribery and Corruption policy, which undergoes annual review to ensure it continues to adhere to the highest ethical standards. Additionally, we take precautions to ensure all staff receive annual training to understand the principles around anti-bribery and corruption, as well as how to report any suspected concerns.

### Modern Slavery

Modern slavery is a crime and violation of fundamental human rights. Survey Solutions is committed to ensuring transparency in both our own business and in tackling modern slavery throughout our supply chain. Our Modern Slavery Statement outlines our expectations of our employees, contractors, suppliers, and other business partners, supplemented by our Supplier Code of Conduct.

We take a zero-tolerance approach to modern slavery, and any employee or partners found to be in breach of the policy face disciplinary action, dismissal, and termination of the partnership.

### Data Privacy and Cybersecurity

Our high standards of data protection and cyber risk management are evidenced by our ISO 27001 certification.

All staff undergo annual data protection training through the Bridge training platform and the Cyber Essentials platform, reinforcing a culture of compliance. We take extensive precautions to maintain the standards of our cyber security programme, which is underpinned by our Cyber Essentials Accreditation.

Our security systems and processes undergo rigorous testing to ensure we remain robust against external attacks. We also have secure measures and processes in place to continue to meet the high standards expected by our customers, partners, and employees.

## Accreditations

Survey Solutions proudly holds a range of internationally and nationally recognised accreditations that reflect our commitment to rigorous management systems, regulatory compliance, environmental responsibility, operational efficiency, and excellence in service delivery. These are all key pillars in our ESG journey.



### ISO 9001 Accredited

ISO 9001 accreditation provides a structured approach to managing and improving the quality of our products and services. It enables us to identify and address quality issues systematically, enhancing customer satisfaction and building trust and loyalty among our client base.



### ISO 14001 Accredited

ISO 14001 is the international standard for Environmental Management Systems (EMS). This accreditation allows us to monitor, manage, and improve our environmental performance, reducing negative impacts and embedding sustainability into our operations.



### ISO 27001 Accredited

ISO 27001 demonstrates our robust approach to protecting information assets. It helps us identify and mitigate potential security risks, reducing the likelihood of data breaches or unauthorised access. In addition, we are Cyber Essentials Certified Plus, reinforcing our commitment to cybersecurity.

## Industry & Professional Memberships

We are proud members of several professional and sector bodies, reflecting our expertise and commitment to best practice:



### Chartered Institution of Civil Engineers

The Chartered Institution of Civil Engineering Surveyors (CICES) is the leading professional body for specialists in geospatial engineering and commercial surveying for civil engineering projects, supporting education, standards, and best practices essential to survey companies involved in infrastructure and construction.



### European Ground Penetrating Radar Association

The European GPR Association is an international body of users and manufacturers dedicated to advancing standards, safety, and professional practice in the ground penetrating radar industry.



### British Cartographic Society

The British Cartographic Society (BCS) engages with a wide community of mapping and geo-spatial professionals, benefiting from knowledge exchange, networking, and the latest practices in cartography.



### The Survey Association

The Survey Association (TSA) is the UK trade body for commercial surveying companies, promoting best practice, professional standards, and collaboration across the sector.

## Construction & Contractor Accreditations



### UK's Best Workplace in Construction, Engineering & Property

In 2025, Survey Solutions was recognised as one of the UK's Best Workplaces in Construction, Engineering and Property, highlighting the strength of our culture, employee engagement, and commitment to inclusion.



### Contractors Health and Safety Assessment Scheme (CHAS) Certification

Our CHAS (Contractors Health and Safety Assessment Scheme) certification is a widely recognised accreditation in the UK, particularly in the construction industry, as an assurance of our robust H&S practices.



### Constructionline

Constructionline is a register for pre-qualified contractors and consultants in the UK construction industry. Being listed on the Constructionline database increases our visibility to potential clients. Being Constructionline registered promotes trust and transparency in the supply chain, by ensuring that projects are executed by qualified and compliant contractors.



### Safety Management Advisory Services (SMAS) accreditation

SMAS Worksafe is a health and safety assessment scheme that is part of the Safety Schemes in Procurement (SSIP) system.



### Achilles & Achilles UVDB

Achilles is the UK utilities market's trusted supplier prequalification system for compliant and efficient procurement.



### Construction News Awards 2025 Finalist

Survey Solutions was recognised for excellence in training and development.

# LOOKING AHEAD FY2026

As we move into 2026, Survey Solutions is taking a more strategic and integrated approach to embedding ESG across our business. By strengthening our focus on sustainability, we are ensuring that ESG considerations continue to shape both our operational decisions and our long-term value creation for stakeholders.

Looking ahead, we will continue to refine our environmental performance, invest thoughtfully in low-carbon technologies, and deepen collaboration within our supply chain to drive shared sustainability outcomes. As we build on the foundations laid in previous years, ESG will remain central to how we plan, operate, and innovate.



An Intelligent approach to energy, waste & sustainability

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