

ENVIRONMENTAL, SOCIAL & GOVERNANCE

# Sustainability Handbook

ALLECT  
INTERNATIONAL DESIGN GROUP



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## Summary





“Our passion for sustainable, credible, considered, beautifully designed schemes, which further focus on wellness and have low carbon credentials is a key component to the future of our business.”

## A Note from the CEO

For me, our sustainable initiatives are about taking responsibility for our actions, and ensuring that we leave a positive impact on the environment for generations to come. It is more than just a goal; it is a passion of mine. The need for businesses to address their carbon footprint has never been more critical, and I believe that the transformation towards absolute reduction is a crucial step in creating a sustainable future.

Sustainability has become an increasingly important consideration in many areas of life, including the design and delivery industry. Historically, our industry has been responsible for the production of vast amounts of waste, pollution and green house gas emissions. At Allect, our passion for making a positive change will continue to drive the design and delivery choices we make, reflecting in more considered and enriched projects to enjoy, while also playing our part in reducing the negative impact we have on the planet.

All three brands are committed to ensuring our business does as little harm to the environment as possible, striving to make a positive impact wherever we can.

We are working towards setting a target for absolute reduction in carbon emissions, by onboarding suppliers, providing internal sustainability training, tracking logistics and increased efficiency in both of our offices. In our first Environmental, Social and Governance report we hope to give an insight into the journey we're on.

*“Our passion for sustainable, credible, considered, beautifully designed schemes, which further focus on wellness and have low carbon credentials is a key component to the future of our business.”*

- Iain Johnson, CEO Allect



# Mission Statement

**ALLECT’s mission is to foster an unrivalled level of creativity, innovation and excellence, accelerating growth and ensuring the group’s success. The Allect Design Group was founded to bring together some of the finest names in architecture, interior and product design, while maximising their ability to achieve excellence, and promoting their growth in new markets.**

The combined strength of ALLECT is leveraged to benefit each of its brands and stimulate innovation and collaboration. Our depth of business experience has been developed over many decades, while a respected network of partners equips us with a wealth of talent and expertise.

Our design & delivery teams continuously raise the bar for excellence in our projects and commissions, whilst safeguarding craftsmanship and artisan skills through the curated network of suppliers we partner with.

Ground in business acumen, but placing creativity at the heart of our strategy, we aim to sustain a long-term vision to develop forward-thinking initiatives across the design & delivery industry.

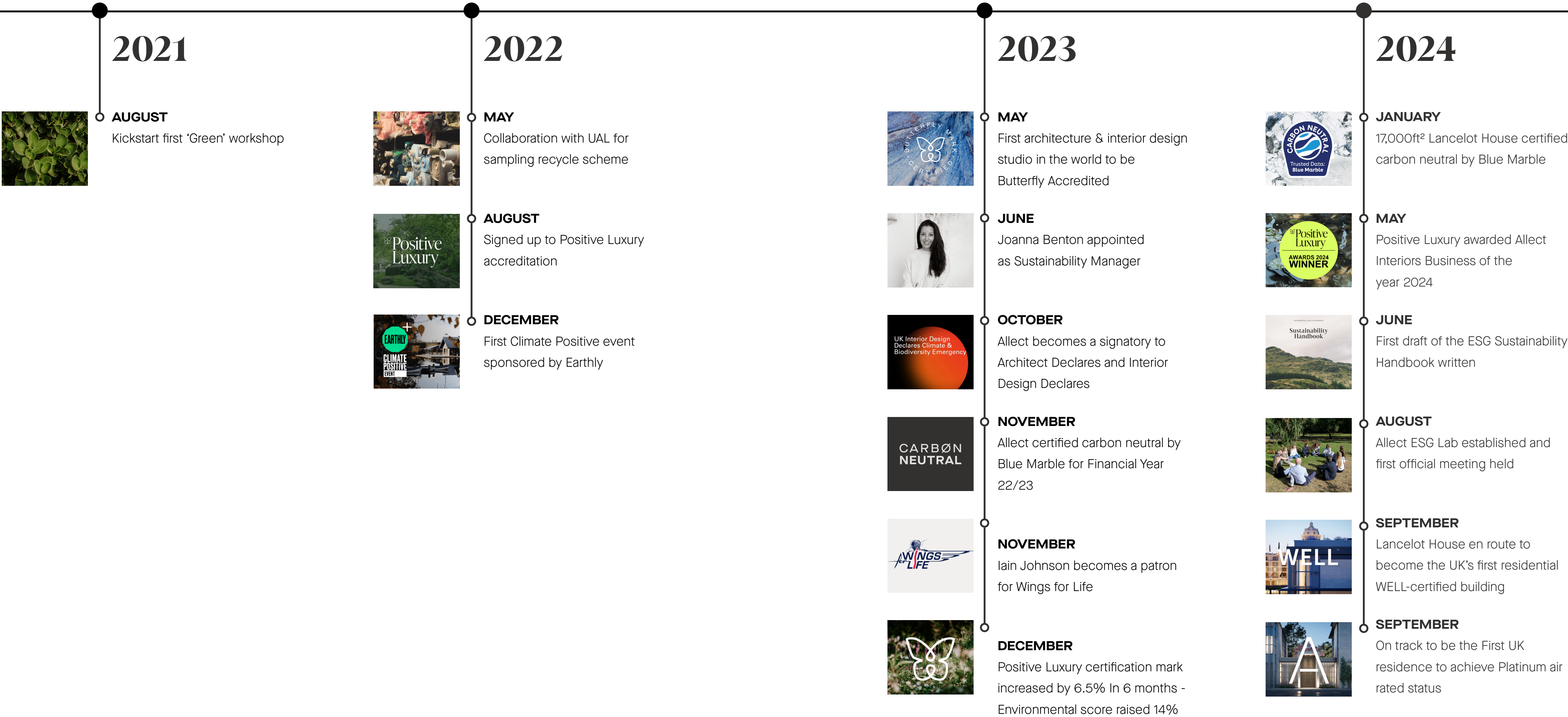
We operate an acquisition strategy that has international reach, seeking new and exciting opportunities to complement our existing brands, accelerating growth and thus ensuring the group’s success.

Our ambition is for Allect to continue to grow and build on the potential of its brands, to become the world’s leading luxury design & delivery group.





# Our Roadmap





# Butterfly Accreditation

Allect Design Group, and its studios, Rigby and Rigby, Helen Green Design and Lawson Robb, is very proud to be the first interior design and architecture studio in the world to receive the Butterfly Mark with Positive Luxury for global recognition of our high standards of environmental, social and governance criteria. The Butterfly Mark represents a harmonious convergence of luxury and sustainability, two pillars that define our Studios ethos.

This rigorous ESG assessment provided an essential grounding framework on which we will continue to improve. It triggered much internal reflection, transition strategy and analysis of our internal operations

The interactive butterfly logo from Positive Luxury is an easily accessible digital brand passport that allows us to share our progress to date. You can explore how we perform in areas such as climate, nature and water, how we treat workers and interact with communities, as well as how responsibly and ethically we run the business. It shows exactly what we scored in the assessment.

Our sustainable journey is an ongoing transition for Allect, embedding the changemaker mindset, adaptation planning and skills into our organisation. We are continuing to progress post-certification to demonstrate to our clients, suppliers, shareholders and community that sustainability is a key driver of our business and our lives - which we promote and advocate in all our services.

To view our ESG score, click [here](#), or scan the QR code adjacent.







# Positive Luxury

We have been awarded the Positive Luxury Interiors Business of the year 2024. This award celebrates the most inspirational Interiors & Living company over the last year, and rewards the company that innovated, prioritised and combined sustainability, creativity, quality and craftsmanship, evidencing their sustainability practices and subsequent positive impact.

Judged by an independent panel that represents a cross-section of experts including academics, thought-leaders and industry executives, the Awards are an opportunity for organisations to be celebrated for showing what is possible, to be recognised for their innovation and rewarded for sustainability leadership in the luxury industry.

*“We are truly honoured to be recognised as the interiors business of the year 2024. ESG principles are intrinsic to Allect’s studio ethos and over the past year, we have embarked on an incredible journey of introspection and transformation, scrutinising, appraising, and evolving every aspect of our practices to ensure a positive impact on both people and nature.*

*Our commitment to sustainability is not a destination but an ongoing journey of growth and adaptation. At Allect, we are dedicated to embedding a changemaker mindset and fostering the necessary skills throughout our organisation. While there is still much to be done and learned, we are immensely grateful for the recognition of our efforts. With this visibility, we hope to inspire others to join us in creating a more sustainable and equitable future.”*

- Joanna Benton, Sustainability Manager Allect

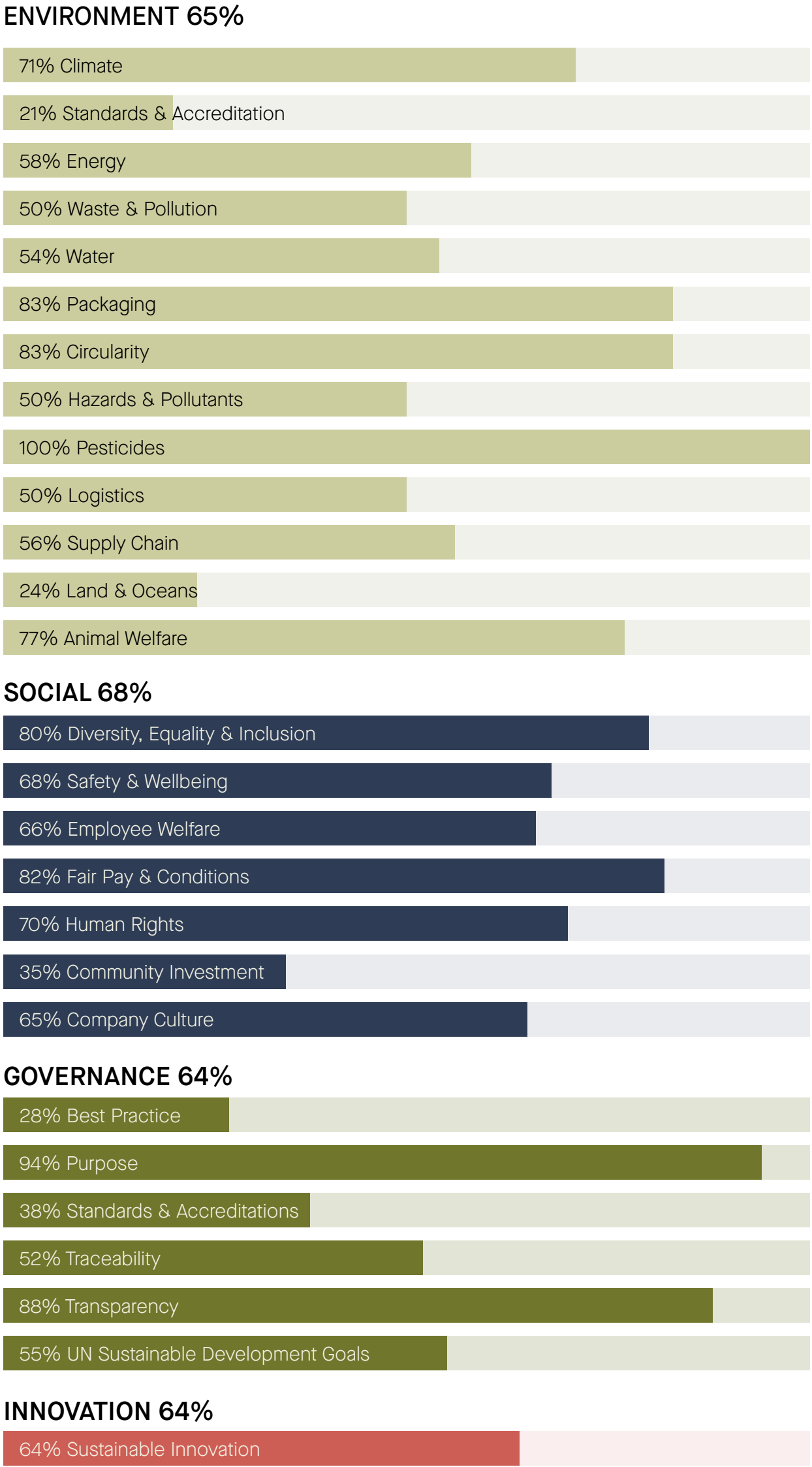




“Allect has clearly and methodically laid a plan for achieving both robust sustainability goals and ethical business practices. Overall, their application was detailed and the volume of supporting information endorsed all of their responses. They have a very clear pathway to not only maintain but grow their ambitions in the future.”

**Penny Sainsbury –  
Founder, Peridot PR**

Our Certified Score



Certified Score

65%

GOOD

30% above certification standard





# UN SDG Alignment

The United Nations (UN) Sustainable Development Goals (SDGs) define global sustainable development priorities and aspirations for 2030 and seek to mobilise global efforts around a common set of goals and targets.

Alect is committed to actions that have a positive impact, directly or indirectly; in line with the mission and intent of the UNSDG. We are committed to reviewing these goals and aligning our business plan, hoping to increase our participation in all areas.

Of the 17 UN SDGs, currently we align with both goal 12, to ensure sustainable consumption and production patterns, and goal 13, to take urgent action to combat climate change and its impacts.



**12 Responsible Consumption and Production**

Ensure sustainable consumption and production patterns



**13 Climate Action**

Take urgent action to combat climate change and its impacts

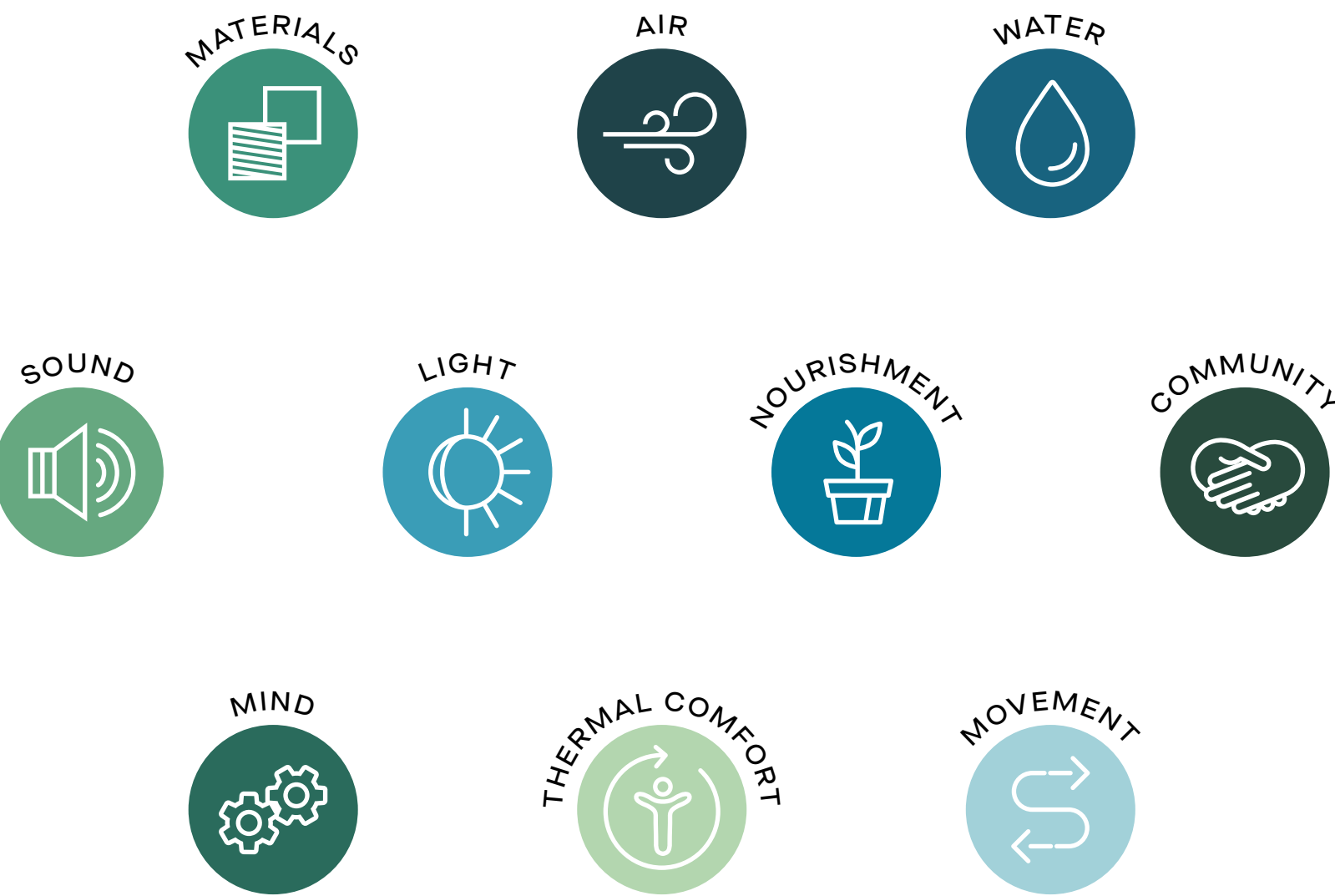


**We acutely understand just how intrinsic buildings are to our lives and the impact our built environment can have on our wellness.**

**As such, we treat the functionality and feeling of the spaces we design with as much importance as the aesthetics.**

# WELL Accreditation

The International Well Building Institute (IWBI) is leading a global movement to transform health and well-being with a people first approach to buildings, organisations and communities. This is done using the WELL Building Standard (WELL), a roadmap for creating and certifying spaces that advance human health and well-being. WELL works at any scale, from a single interior space to an entire organisation, and incorporates the following ten core concepts:





# Striving for Platinum

## Lancelot House

Due to the nature of our projects we are always looking at how we can provide the most exceptional homes for our clients, and to that end we have registered our Lancelot House project with the International Well Building Institute for WELL Accreditation. The building is currently undergoing rigorous testing in the hopes of achieving the highest score - Platinum.

In order to achieve this, we have implemented the following design features:

- Carefully detailed air-tight structure, to reduce sound and air pollution, and regulate thermal comfort,
- Incorporated the best air filtration technology from OKTO Air, to prevent any particulates entering the building,
- Acoustic soundproofing in walls, floors, ceilings and windows for improved sound quality,
- Windows and solar shading considered for optimal light and heat levels, as well as providing views to the exterior whilst maintaining privacy,
- Thoughtfully lit interiors with simple, smart control systems,
- Water filtered and softened on site,
- No hazardous materials or VOCs,
- Gym, yoga space, spa and pool, to encourage exercise and movement,
- Buddha room, tranquil courtyard and roof terrace spaces with water features and planting, for mental wellbeing.







# Environmental

At the Allect Design Group, we recognise the importance of preserving our planet for future generations. Our environmental goals are centred around reducing our carbon footprint, conserving resources, and promoting sustainable practices.

Allect has aligned with UNSDG 12 and 13 and the service we provide to our clients is fundamental in addressing global issues of over consumption.

Sustainable sourcing and procurement strategy ensures that our products and services are being sourced in a way that is environmentally responsible, socially equitable and economically viable.

Through utilisation of our purpose built Materials Risk Database, we are building a complex dataset which identifies resources,

materials, supplier certifications and accreditations that enable our designers and clients full transparency to facilitate informed decisions and responsible specifications.

On an immediate and more local level, all our company events, internal and external are climate positive, offsetting all carbon emissions in conjunction with Earthly.

We have improved our office garden, harvesting and re-using rainwater and providing sanctuary for the insects and bees.



# Carbon Neutral Certified

We have completed our initial organisational Carbon Footprint Assessment and Greenhouse Gas Inventory Schedule 1 in collaboration with Blue Marble for the period from March 2022 to April 2023. The focus was on evaluating our scope 1 and 2 emissions, along with selected scope 3 emissions for our professional services.

By establishing this baseline, we now possess a clearer understanding of our performance, and we intend to conduct this assessment annually. This assessment does not include our construction division, which we will evaluate as we broaden our knowledge base and complex data collection. Through our inaugural assessment of our professional services, we’ve identified the necessary data, delineated our boundaries, and recognised limitations, with a commitment to enhancing the significance of these evaluations each year. While we anticipate a higher carbon emission for fiscal year 2024, we are privileged to have gained insights, allowing us to strategically monitor and take actions for substantial reductions starting from FY 2025.

On a more tangible level, our carbon footprint assessment for FY 2023, highlighted to us that our corporate travel and commuting was an area that we could improve.

During FY 2024, we have successfully minimised travel to certain clients by leveraging

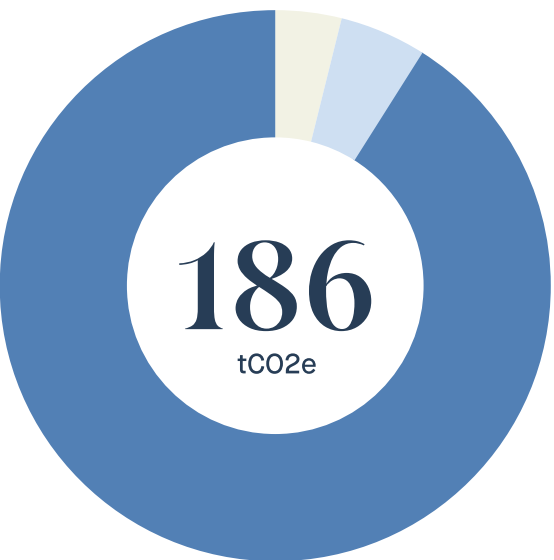
the technology at our disposal, specifically utilising platforms like new integrated phone system teams and Zoom, investment in technology and improved cyber security in hyper cloud. This strategic use of available technology has effectively reduced the need for unnecessary travel, aligning with our commitment to efficiency and sustainability.

We not only provide but also endorse flexible working, recognising its positive impact on both the environment and the well-being of our team.

With the integration of innovative technologies like the 3D Matterport, our clients now have the convenience of overseeing their projects without the necessity of on-site visits. The 3D Matterport scan is a cutting-edge solution that offers comprehensive project visualisation. It provides real-time, detailed updates every month, allowing our clients to track the progress of their projects seamlessly. This not only eliminates the need for extensive travel but also ensures that clients stay well-informed and engaged throughout the entire project lifecycle.



## Our Emissions



- Scope 1** - This covers the Green House Gas (GHG) emissions that we as a company make directly — for example while running our boilers and vehicles.
- Scope 2** - These are the emissions made indirectly – for instance the electricity or energy we buy for heating and cooling the office, that is being produced on our behalf.
- Scope 3** - In this category go all the emissions associated, not with the company itself, but that our organisation is indirectly responsible for, up and down our value chain. For example, the transportation of products brought from selected suppliers.\*\*

Scope	tCO2e	Emissions
Scope 1 - Direct Emissions	7.1	associated with owned vehicle use
Scope 2 - Indirect Energy Emissions	9	associated with electricity supplied to office space
Scope 3 - Other Indirect Energy Emissions	169	associated with business travel, using public transport, product logistics

*\*Metric tonnes of carbon dioxide (CO2) or equivalent green house gases, such as methane (CH4), nitrous oxide (N2O) fluorinated gases etc.*

*\*\*For the purpose of this assesment we reviewed our top ten suppliers logistics only. Not all our suppliers had the data, resources or inclination to assist. Page 53 Supplier Engagement.*



# Climate Positive Events

To demonstrate our commitment to sustainability and support for climate mitigation efforts, we hosted our latest Allect event in collaboration with Earthly. Our Climate Positive event was held at Soho Farmhouse, who like us, have voiced their dedication to playing their part towards reducing the impact of climate change.

As a group, we aspire to make a conscious effort towards reducing our carbon footprint where possible. However, on some occasions it's impossible to do this completely. Whilst we always strive to make sustainable choices for our events regarding location, travel, and food, on this occasion we chose to also offset our event's estimated emissions by 200%.

Earthly calculated our expected footprint for the event, using the data we provided, and then offset this through an investment in both UK and international nature-based projects. Our emissions were offset by 12 tonnes (the equivalent of driving 65,359km in a car or the production of 2,000 cheeseburgers).

We chose to invest in the following nature-based projects:

### Seaweed Farming, Cornwall

This project is an opportunity to invest in early stage, nature-based innovation, and help write the science to scale up seaweed farming across the Southwest of the UK. Seaweed grows quickly, rapidly removing carbon from the atmosphere and creating shelter and food for wildlife. Seaweed is also a sustainable alternative to fossil fuel, plastic, and fertiliser, reducing industrial carbon emissions and helping to create a circular economy.

As the project learns more about carbon removal and emissions reduction with seaweed, this information will be shared with other actors around the world, helping to create certified methodologies and maximise the potential positive impact of seaweed.

### Peatland Protection, Rimba Raya, Indonesia

The Rimba Raya Biodiversity Reserve project is protecting one of the most highly endangered ecosystems in the world. Without this project, the carbon-rich, peatland forest of Rimba Raya would have been turned into palm oil estates, emitting over 100 million tonnes of carbon into the atmosphere. Instead, the project is protecting the land and working with local communities to achieve all 17 of the Sustainable Development Goals.

This project is committed to proactively working with local communities to not only preserve the peatland and surrounding wildlife, but to support sustainable development and ensure people and nature can survive and thrive into the future.

Going forward, we will continue to make conscious choices for all our events, internal and external, and make a commitment to offset all our event carbon emissions by 110%.





# Waste

We continue to implement diverse waste initiatives within our daily operations and through our partnership with UAL; aiding local students in meeting their resource needs and promoting the reuse of samples. On a broader scale, we actively minimise waste throughout our projects and prioritise reusing materials whenever feasible. All our purchase orders emphasise the significance of minimal and responsible packaging and the necessity of recycling. Furthermore, we furnish clients with Operation and Maintenance (O&M) manuals to ensure the prolonged durability and optimal use of the products we supply.



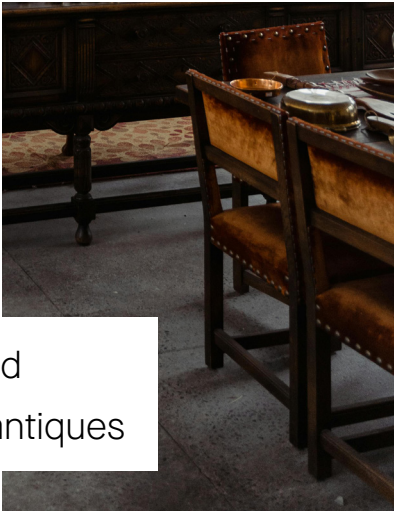
Minimise over-ordering materials



Off-cuts donated to Haines Collection



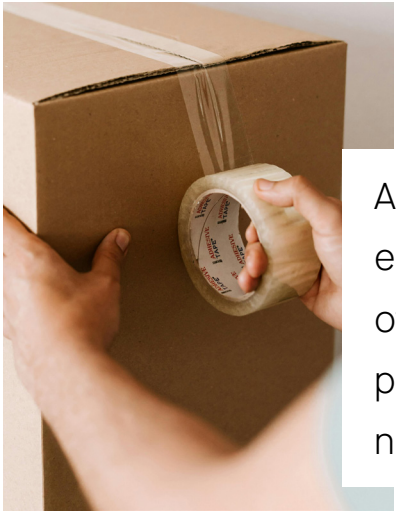
Recycling old tech



Sourcing and specifying antiques



Waste recycled on-site



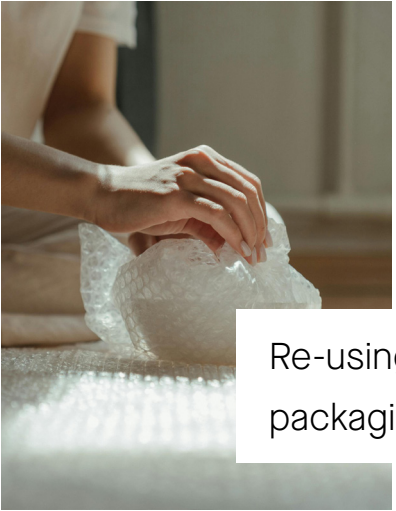
All our purchase orders emphasise the importance of minimal and responsible packaging and the necessity of recycling



Samples and excess materials sent to UAL for students to use in their material labs



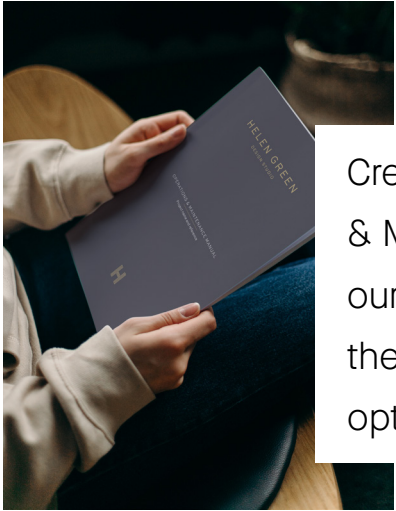
Consciously selecting recyclable and ecologically-friendly products for our studio



Re-using incoming packaging



Ordering off-cuts of marble and stone



Creating Operations & Maintenance manuals for our clients' homes to ensure the prolonged durability and optimal use of products



# Energy & Water

We are continually and consciously making improvements to reduce our water and energy usage, and have a robust management strategy which is shared and upheld by all members of staff. Below are some of the key changes we have made in the last few years.

- We use Zero Carbon Electricity - a mix of renewable electricity backed by Guarantees of Origin, and nuclear declarations
- We harvest rainwater to water the plants in our garden
- Our thermostat is set to 21°C with energy saving mode, and automatic heating control set
- We have installed A rated white goods and dual flush toilets
- All laptops have dark screen mode
- All laptops have power save mode
- All lights, monitors, appliances and laptops are turned off at night
- We unplug electronics once they are fully charged
- Printers, scanners, and multifunctional devices automatically enter low-powered sleep mode when inactive
- We print in black and white and double sided where possible, but primarily mark up drawings electronically
- We have consolidated stand-alone office equipment to achieve a ratio of one device per 10 or more users
- We regularly check and maintain our equipment to ensure it is functioning efficiently
- We maximise using natural daylight or tasklights where feasible
- We have switched all lighting to LED
- Goal to roll out these standards on site

Through our water harvesting tank and bee hotels, we are able to maintain a thriving ecosystem in our garden space



Our Supply Chain Accreditations





# Social

Allect is constantly evaluating and enhancing performance in areas related to social responsibility, employee well-being, diversity and inclusion, community engagement, and human rights.

We have a robust social strategy which involves practices such as developing creative and comfortable places to work, fair labour standards, promoting diversity and inclusion within the workforce, ensuring workplace safety, fostering community development, and engaging in philanthropic initiatives.

We take great care in ensuring that we look after our employees, our projects, our suppliers and beyond.



# Charitable Giving

Our studio is proud to support multiple charities and non-profit organisations. We believe in giving back to the community and making a positive impact on society. We understand that there are many pressing issues and causes in the world, and we want to make a difference in as many of them as possible.

Our charitable giving program is designed to support a wide range of causes, including education, health and wellness, poverty alleviation, and environmental protection.

By supporting multiple charities, we hope to make a meaningful impact upon the lives of people in need and help create a better world for future generations. Our commitment to charitable giving is a core part of who we are as a studio and our dedication to helping others.

**WINGS FOR LIFE**

We are pleased to announce that our CEO, Iain Johnson, has become a patron for Wings for Life.

Wings for Life is a not-for-profit spinal cord research foundation, whose mission is to find a cure for spinal cord injury. Iain supports UK CEO, Emma Hind, with her vision for the charity, which is doing amazing research and development into this sector. Following the mantra, ‘science is hope’ the brand and advisers hope to challenge the status quo, but not at the expense of excellence. We champion new possibilities and are not daunted by failures and obstacles.







# Volunteer Days

**We have introduced a paid community volunteer day and encourage all employees to take one day paid time off annually to participate in a community scheme that makes a tangible difference to the most vulnerable members of our community.**

This can include, but is not limited to, volunteering for education, health, environment or human rights initiatives. We encourage our employees to support a cause close to their heart, be it assisting in dog shelters, food banks, local farms or litter picking in our streets, to name but a few. These volunteer days can be taken independently or as part of a team building exercise.

We recognise that every initiative to engage with the community can make a substantial positive difference to the local neighbourhood, as well as grounding our volunteers by providing a sense of duty and wellbeing. This in turn, opens up more opportunities for working within the volunteer community.

Many of these initiatives aim to mitigate some of the over-consumption and over-production problems that we face globally. By participating in these schemes we can see the direct value in utilising waste products and subsequent reduction in waste.

We are also committed to tracking our community involvement in order to increase our positive impact year on year.



# Health, Safety & Wellbeing

We take great care in ensuring that we look after our employees, our projects, our suppliers and beyond.

We monitor our design projects diligently to ensure health and safety protocols are being followed but also updated with changing situations. We capture and record these assessments within our database so it is clear where improvements and efficiencies can be implemented.

Allect is a member of the Considerate Contractor Scheme, Federation of Master Builders and Total Care scheme. Rigby & Rigby takes its responsibilities seriously in providing immaculate levels of care, service and finish. Standard practice on and around its construction sites includes litter collecting, continual cleaning and tidying of the adjacent streets, and ensuring there is immaculate hoarding around each property. Tasks are regularly carried out for neighbours for free, such as pruning back an overgrown tree, or rebuilding a dilapidated shed.

Allect has also joined the Lighthouse Club initiative, a charity supporting mental health in the construction industry. We ensure posters are displayed at our construction sites to offer support, guidance and to encourage those working on site to seek help.

We have a clear mandate and request for human rights and health and safety protocols that is communicated clearly upstream and downstream to our suppliers, which is further supported through our ESG code of conduct. We have fostered an invaluable community of talented and trusted craftsmen and suppliers with whom we collaborate.



Horse riding



Backpack & clothing for the Peak District Walking Challenge



Surfing session



Anglepoise lamp



Desk chair



Golf session



Airpods



5 chickens and a coop



Spa retreat



Fitness equipment



For our employees, Allect offers the cycle to work scheme, monthly open workshops where employees can turn to the SLT on a variety of topics for guidance which is not purely project specific, as well as a wellness scheme and an online academy with many resources available to support our teams' physical and mental wellbeing. As part of the wellness scheme, we encourage our employees to choose an activity or item(s) that they believe will positively benefit their mental health. Above shows some of the choices our team have made.





# People Management

We have clear guidelines in an extensive and detailed handbook with information ranging from learning and development to social inclusion. All our team have recently completed DEI (Diversity, Equality & Inclusion) training which we will expand upon and ensure remains a key part of our continuing development.

## Internships

We understand the significance and lasting impact that work experience, placements, internships and apprenticeships programmes can have on individuals. As such, we are committed to creating an inviting and welcoming environment. We encourage our trainees through their most formative years to step into their “stretch zone”, enabling responsibility whilst being supported and cared for by our experienced and talented team.

We highly value their work, dedication, and eagerness to learn, and we recognise our responsibility to guide and support them through project challenges. It’s a pleasure to have everyone’s DNA on our projects, past, present and future.

By exposing interns to various processes, stages, and projects, we help them discover and unlock their potential, strengths and areas of enjoyment, promoting confidence and wellbeing and gratitude from our industry.



## Intern References

**Elizabeth Norman: Sept - Nov 22**  
**Now permanent**  
*My time as an intern was invaluable and key to my development as a designer. The team were welcoming and entrusted me with tasks that pushed my abilities and showed me how a design practice operates, setting me up with the knowledge and skills I needed to pursue a career in design.*

**Lian Shanti: Nov 23 - May 24**  
*The team exposed me to all aspects of the design process, involving me in a range of projects and allowing me to take ownership of tasks within a warm and supportive professional environment. Over my six month internship program, each team member took time to explain, guide me and share constructive feedback on my work, providing an extremely valuable experience for my personal development and one that I truly enjoyed.*

**Erin Jordan: Mar - May 24**  
**Now permanent**  
*During my three-month internship, I gained invaluable experience. The team fostered a welcoming environment, where I was encouraged to take on responsibilities and ask questions. As my first professional experience post-graduation, the support and mentorship I received from the team significantly contributed to my growing confidence and expertise in the industry.*



# Steering Groups

Improved communication and sharing guiding principles are essential aspects that we seek to address collaboratively. Alongside becoming accredited with the Butterfly Mark, we are actively participating in groups such as Interior Design Declares, Architects Declare and engaging suppliers, colleagues and clients in thought provoking dialogues. We dedicate time for research and development, educational workshops and supplier briefings.

We invite and encourage collective discussion with our suppliers on how we can better support one another in this journey. Questions arise on how we can improve our record-keeping of logistical information (commuting, project journeys), utilise existing data and share our methodologies, along with what changes we can collectively implement to enhance our efficiency and accuracy.

We believe initiating dialogues with our contemporaries, clients, share-holders and suppliers is key; sharing information, and fostering positive collaborative experiences are integral to encouraging and supporting a changemaker mindset and subsequent practical implementation. As much as we rely on this collaboration to help realise our design visions, so we must collaborate with all our key partners to achieve a positive impact on the world.





# Governance

Allect recognises the importance of maintaining high standards of governance, which underpins their ability to deliver projects of excellence and make key decisions with integrity.

During certification, we developed an ESG+ strategy and implemented a formal ESG+ report to demonstrate transparency on important environmental, social and governance challenges.







# ESG LAB

The ESG LAB is an employee-driven collective dedicated to enhancing and expanding sustainability initiatives within our organisation. Our mission is to boost employee engagement with our foundational ESG framework, foster divisional accountability, and improve communication across the board, thereby initiating a ripple effect of positive change.

We are a team of passionate individuals committed to making a positive impact on the world through the design and implementation of our projects, our day-to-day operations, and our community engagement efforts. Our agenda is ambitious and multifaceted, but we are a diverse and highly skilled group, ready to take on challenges with optimism, action and support.





**Joanna Benton - Sustainability Manager**  
*Effective communication and education are essential for advancing our sustainability initiatives and creating meaningful impact. Being part of the ESG Lab facilitates the sharing of ideas, resources and holds us accountable to each other while collectively implementing real change. Personally, it aligns with my ambition to design and deliver projects which seamlessly fuses luxury and sustainability - it also gives me a real sense of purpose and uplifting community spirit.*



**Daisy Watson - Graphic Designer**  
*My reason for joining the sustainability team is that I think it's the perfect way to improve communication across the entire company - not just in terms of improving our professional sustainability, but also to strengthen our collegial bonds and re-enforce our collaborative practices that make our studio so special.*



**Dave Elis - Associate Director**  
*Maximizing sustainability in the luxury sector, where extravagance traditionally prevails, is a challenging endeavour. However, the drive to promote sustainable design and educate clients on its importance is the motivation behind joining the ESG Lab.*



**James Ashfield - Studio Director - Interior Design**  
*I'd like to adopt more environmentally friendly products and processes to positively impact the luxury market that we work within, while maintaining the same attention to detail and high quality. I'd also like to contribute to charitable and social projects where we can actively and collectively support those around us.*



**Erin Jordan - Interior Designer**  
*Being part of this team provides an incredible opportunity to make impactful changes in what often feels like an impossible challenge. Beyond contributing to these changes, I'm excited to learn and participate in the innovative efforts to become even more sustainable alongside such an enthusiastic and talented team.*



**Issy Leaming - Interior Designer**  
*I wanted to join the ESG Lab because I feel strongly about sustainability and believe that businesses have a critical role in driving positive environmental change. Equally, having run an interior design charity from ground zero, I am hoping to bring some of my expertise in the charitable sector to the team.*



**Adam Hadley - Commercial Director**  
*Being part of the push to look at 'all things' with collective responsibility is a real driving factor; construction from inception to completion and beyond with holistic input from the wider team provides reason for being an active member of the Team.*



**Rebecca Dix - Interior Designer**  
*A key motivator for joining the Allect ESG Lab is to help improve the environmental policies implemented in our day to day office environment. I believe that if small steps can start at home and this will better enable us to expand these principles across wider project work.*



**Will Rigby - Construction Delivery Manager**  
*I joined the ESG Lab because I believe creative collective thought can give an opportunity for change.*



**Charlotte Pires - Architectural Designer**  
*I want to be part of the ESG Lab to help benchmark best practice, making a sustainable approach easier to implement and something that is embedded in how we approach design from the offset. I believe that to achieve this, we need to stay abreast of green initiatives in the construction industry. Assimilating this knowledge into an easy to use guides that can be shared across the office, helping to pave the way to achieving more sustainable design practices.*



**Stefanie Bobinger - Client Relationship Manager**  
*I want to be part of the ESG Lab to help drive meaningful change within our organization by promoting sustainability and environmental responsibility.*



**Elizabeth Norman - Interior Designer**  
*Being a part of the ESG Lab is important to me because I want to work with like minded people to make sustainable practice the norm in luxury design and build companies. By starting with small changes, we can make a big impact and continue to create beautiful designs, whilst putting the welfare of the planet at the forefront. This positive change is inevitable, and I would love to be a part of the solution.*



# Supplier Engagement

**Our ESG code of conduct reflects our unwavering commitment to environmental stewardship, social responsibility, and ethical governance. It outlines the principles, guidelines and expectations that we believe are integral to a sustainable and responsible supply chain.**

We have a collection of signatories from key suppliers, and have taken the time to discuss different aspects of the code of conduct with them. Our goal is to issue this to all suppliers and create and celebrate a like-minded community.

It’s fundamental that we offer full transparency on our journey and goals.

Improved communication and sharing guiding principles are essential aspects that we seek to address collaboratively.

However, it is important to acknowledge the limitations we face. The investment of time, resources, and commitment is substantial, emphasising the importance of supporting progress over perfection.

Some of our suppliers face challenges in sharing information, collecting data, resource constraints or a lack of reflection on its importance. While it may seem like a daunting task, our emphasis is on encouragement and understanding, and we would like to build on the supplier contribution to our carbon footprint assessment going forward.

It is important to us that our suppliers share our vision, and support and uphold our guiding principles. We will continue to review and issue our Code of Conduct to our all our suppliers – the list of suppliers is vast and we acknowledge that the act of governance will not be easy. We will monitor our key suppliers and as the process becomes more familiar look to expand with time.







*Our Villa Vienna day bed designed by Helen Green and carefully crafted by Petrel Furniture. All materials were supplied from the UK and the wood can be traced back to a forest in Kent.*

# Products & Suppliers

**As designers one of our biggest responsibilities is in the products we specify and the suppliers we use. We have upward of over a thousand different suppliers that we work with and as the majority of our designs are bespoke, we are utilising the opportunity to design and procure better.**

In the last year we have introduced an internal sustainable sourcing and procurement strategy which guides our designers and highlights the importance of responsible specifications.

Careful selection of materials is crucial, and one of the most tangible influences we can have over responsible design. With every specification we have the potential to choose better, and our sustainable sourcing policies play a pivotal role in delivering products and projects which will not only push the boundaries of innovation and excellence but are making a positive impact on the world. This is achieved by considering fit for purpose, quality, longevity and circularity in our design solutions. We will also actively engage all suppliers in a dialogue for continual improvement in practices that will have a positive impact on the planet.

We will seek certifications and credible sustainability reports to inform our assessment, although we acknowledge our suppliers are vast and diverse which may prove hard to regulate.

Implementing a sustainable sourcing strategy not only aligns our business with ethical and environmental values but also enhances long-term resilience and reputation. By educating clients on the benefits, such as reduced environmental impact, improved supply chain transparency, and increased consumer trust, we foster a sense of shared responsibility for a more sustainable future, ultimately contributing to both ecological and economic well-being.

Educating our clients and teams on this benefit has become a main part in our collateral, and is included in our presentations to prospective clients.

In addition, we encourage our team to source locally where possible, and use road freight as the preferred method of transport, over air or sea.

Our ambition is to issue codes of conducts to all suppliers and we aim to contract with suppliers who regularly assess their environmental impact and translate improvements into their supply chain. We will record supplier engagement and we will audit said supplier in order to substantiate our database.



# Materials

We are continuing to build a materials library to assist in our sourcing strategy and specification guidelines, and where possible we substitute virgin raw material in products with post-consumer materials through recycling and upcycling. Our design teams are collectively involved in this initiative, ensuring that the process not only serves as a valuable learning tool but also becomes an integral and instinctive part of our specification process.

We are also managing our physical materials library, promoting products and suppliers with the best accreditation.

Within our code of conduct, we provide substantial guidelines regarding the proper handling of hazardous materials and require declarations on the presence of any restrictive substances. Additionally, we leverage our materials risk assessment database to proactively prevent unintentional specification of potentially problematic materials.

Allect has implemented a product portfolio analysis and a supplier database to understand environmental and social footprint of products within lifestyles as well as production.

Innovation must align products and applications to appropriately address sustainability megatrends. We have introduced sustainable sourcing and specification guidelines to ensure that this is addressed at every level.







# Data Collection

We are extremely proud of the changes we have made and the steps that we have taken in the last year, and while we recognise the importance of imperfect action, we constantly identify areas of improvements.

Throughout this process, the importance of meticulous data collection became evident, underscoring the necessity of record keeping internally and also collaboration up and down the supply chain. Our ambition within Allect, is to ensure this record keeping remains part of our core operations, that we build upon the data sets with accuracy and full transparency. We are currently building a platform of services that will allow us to encompass a broader spectrum of data collection

across all areas of waste management, energy management, commuting and logistics, so that we can monitor our output and make substantial improvements.

Big database warehousing and clear direction delivered by our Business Intelligence tool provides transparency and the team can see, contribute to and engage with the efforts.



Our Accreditations





Architects  
Registration  
Board







# Innovation

Innovation requires a culture that encourages experimentation, risk-taking, and collaboration.



# Innovation

**We are embracing and utilising more technology and AI within our practice to streamline operational efficiency, whilst also offering a myriad of benefits in promoting sustainability. This is not to replace critical thinking, emotional intelligence or human touch but to allow our designers and clients effective visualisation.**

We seek to implement progressive technology into our designs wherever possible to optimise a healthy living environment. Building partnerships with other companies, research institutions, and startups can provide the company with access to new technologies and ideas.

A prime example of this is Lancelot House, a 17,000 sq ft mansion in the heart of Knightsbridge, which is en route to becoming the first WELL-certified and AirRated residential project in the UK. As well as being certified as carbon neutral, this is the first building that the studio has undertaken with these criteria and is an example of the education from the Positive Luxury process.

By encouraging collaboration between different departments and disciplines within the company, we can generate new ideas and perspectives. The hope is that this is realised in our multidisciplinary approach to design and delivery.

Technology is constantly changing the design, construction and delivery industry. Investing in the latest tools and software can help the company stay ahead of the curve.

Our Creative Division have devised a high-performance system of technologies, which includes the use of AR (augmented reality), Revit (3D modelling), Matterport scanning (3D photographic walkthroughs) and CGI, to deliver exemplary experiences for our clients.

This, combined with our investment in render nodes has enabled our team to produce images and content at a faster pace than ever, to deliver detailed proposals efficiently, resulting in greater energy efficiency.

AI is an incredible tool that can support us in minimising waste and mitigating design changes. With the help of AI we can enhance virtual modelling and detailing, to analyse lighting systems for energy efficiency, to analyse material sourcing to reduce waste, and to identify potential design conflicts and construction methodologies.





# Summary

Communication and transparency is key for Allect and we are passionate about leading with client education to foster a collective commitment to sustainable thinking within the industry. The more demand we can manifest from our clients for a sustainable approach, the more businesses must respond. By enlightening clients about the significance of sustainable practices, businesses not only showcase their environmental responsibility but also lead the industry towards a more conscientious future. This proactive approach not only elevates corporate values but also sets a standard for responsible business practices, inspiring positive change across the entire sector.

## Progress Over Perfection

Every moment helps, so reflect on your decisions - We've made a start, and however small the steps we should all celebrate progress over perfection. We must encourage communication, discuss challenges, share best practices and positively support each other on this journey.

There is far more to be done - here is a little of what we have planned:



Categorise physical materials library



Engage majority of suppliers with COC (Code of Conduct)



Refine & update materials risk database



Turn off our computers remotely