

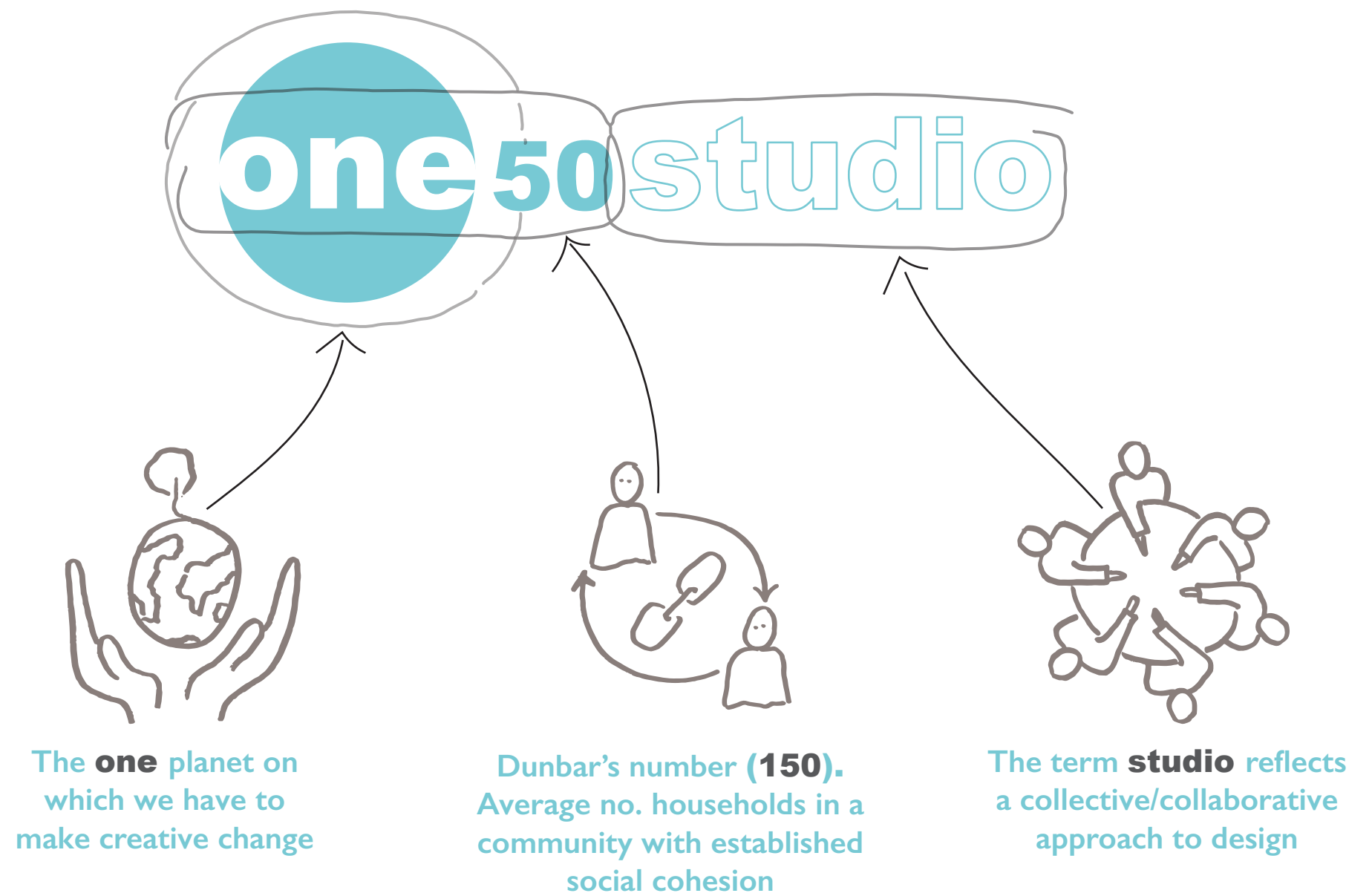
IMPACT REPORT

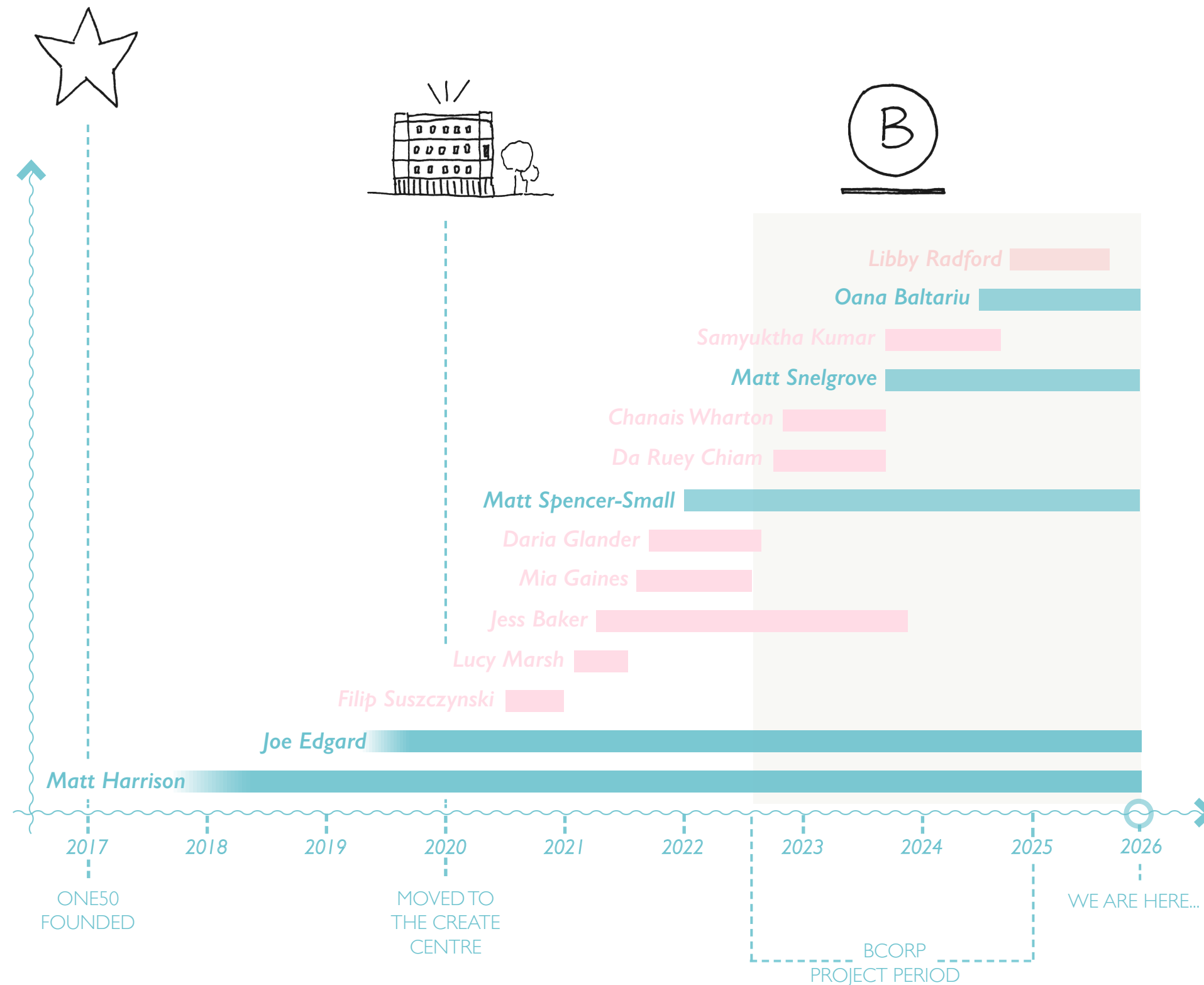


One50studio are architects, place-makers and creative thinkers.

We work with our clients to co-create buildings and places that are inclusive, sustainable and respect people and planet.

We want to create regenerative, inclusive and transformative places that are accessible to all - we believe the best possible design solutions should be available to everyone.





A timeline of ONE50 - People & events

We value the relationship between architectural practice and education and actively contribute to developing the next generation of design professionals.

Three members of our team, including both directors, teach weekly at UWE Bristol and the University of Bath, strengthening the connection between academia and professional practice.

We support these partnerships through mentoring and paid student placements. To date, we have hosted multiple placements ranging from 3–6 months to 12-month industry placements and have mentored Interior Architecture students from UWE Bristol.

In addition, we provide week-long work experience placements for Year 10 students, **introducing young people to careers** in architecture and the built environment.

- natural materials specialist?
- low buying, design
- artisan awareness etc.
- monthly office meetings?
- active travel - continue monitoring!
- annual ceremony - like Spotify Wrapped.
- include homes info: premium approach
- built before no families housed etc.

At **Wilderness Woods**, our team volunteered in forestry, discussed the company's future, and learned about coppicing.

A forester nurtures and harvests specific 'poles' for different purposes, balancing larger trunks and smaller poles to **sustain the tree's life**.

This became an analogy for our business where we aim to **respond dynamically** to social and environmental pressures to help nurture positive change across different work sectors by applying a consistent values-led approach.

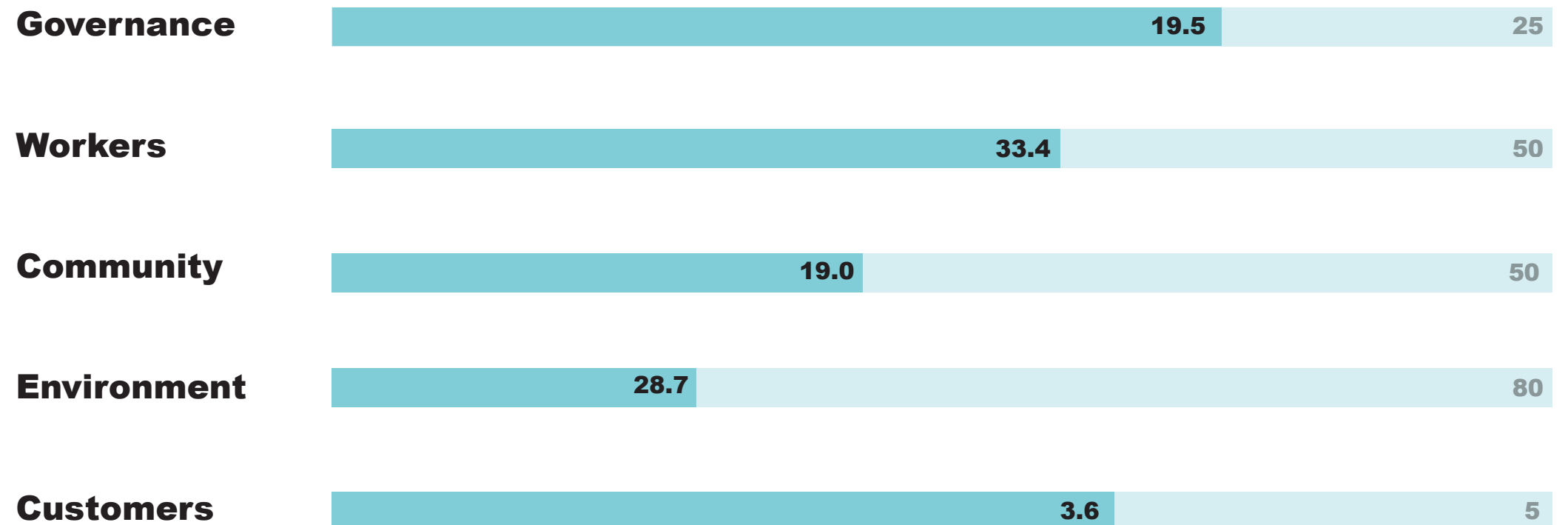
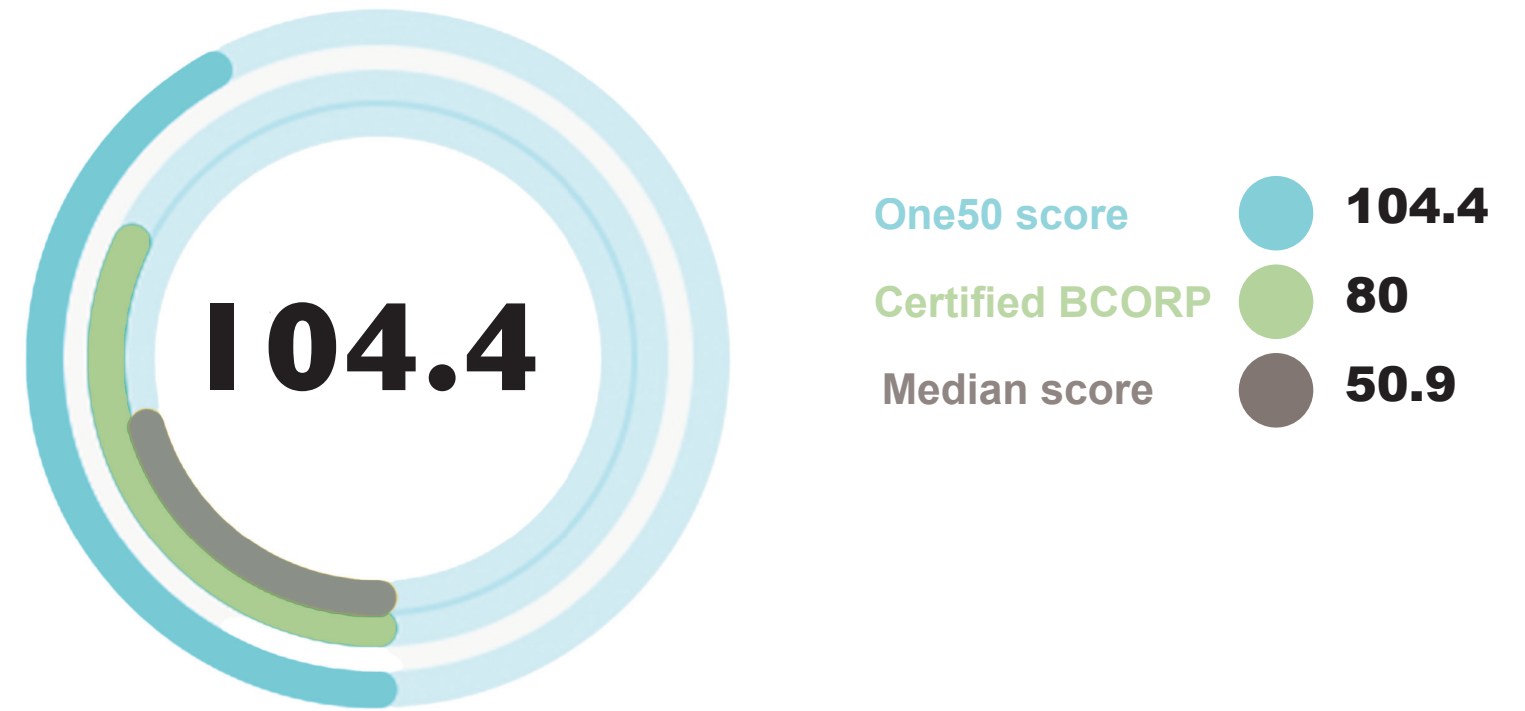




We began our B CORP journey in summer 2024.

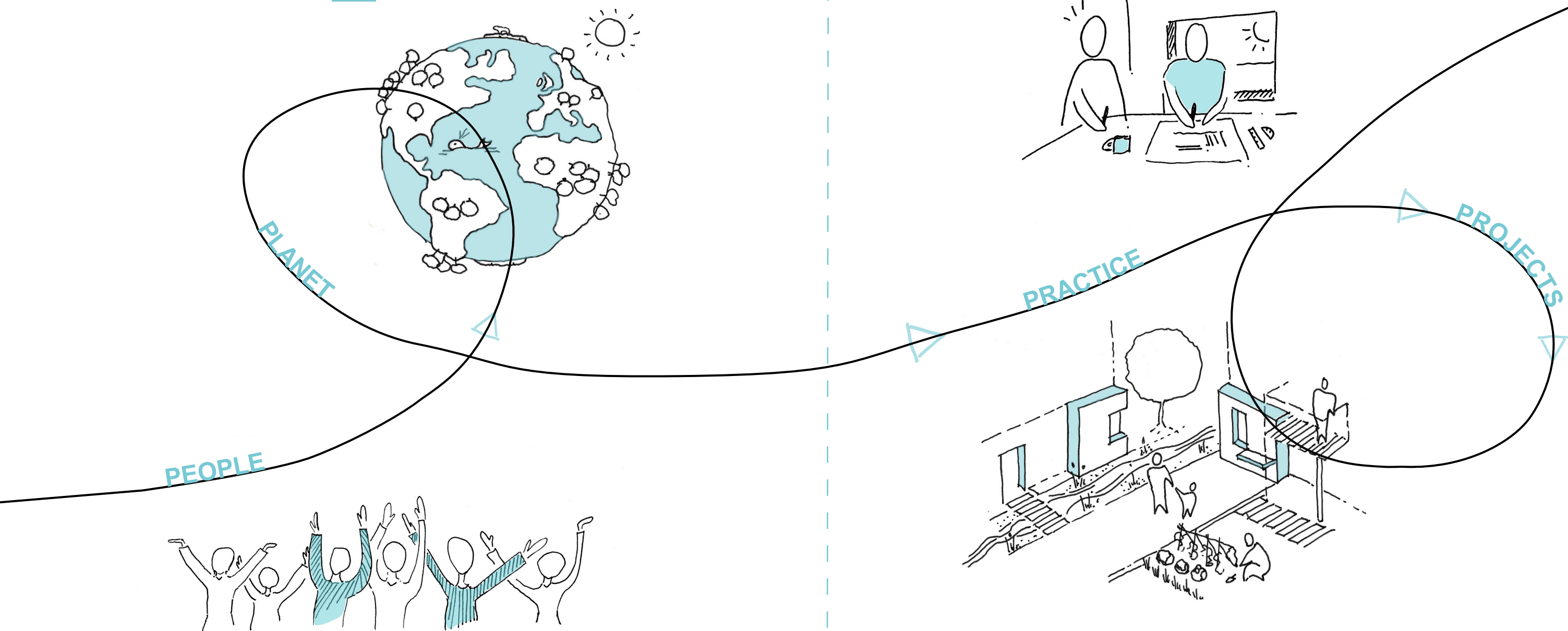
We have used this to reflect on our progress since incorporating in 2017 and to shape our future ambitions.

The B CORP process clarified our mission under four chapters: People, Planet, Practice, and Projects, aligned with B CORP themes - Governance, Workers, Community, Environment, and Customers.



Aim

How?

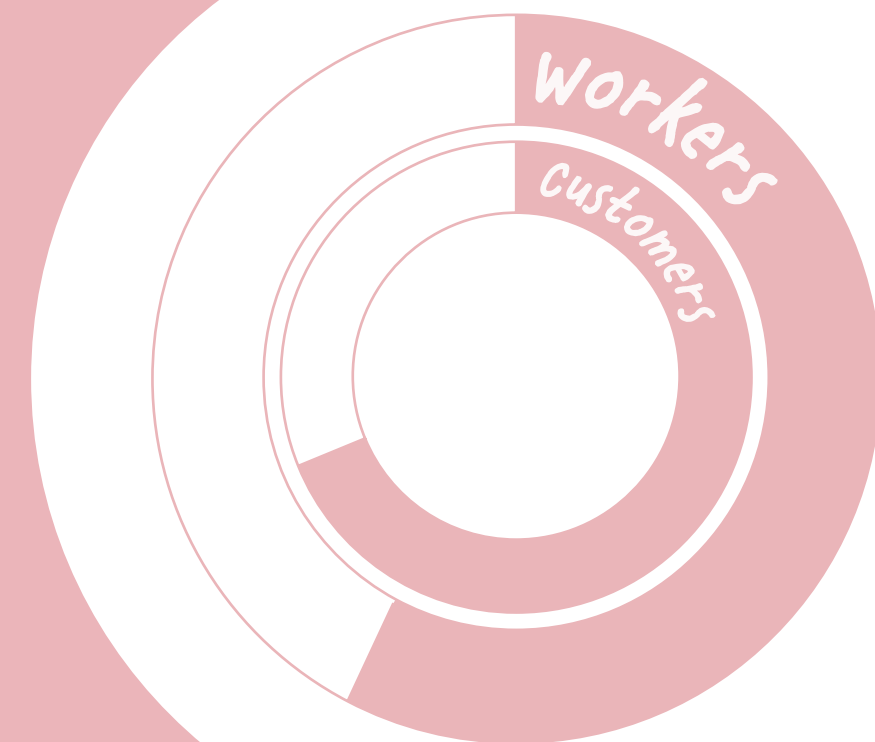


PEOPLE - Our clients, the communities, the future occupants of the buildings we co-create, and the One50studio team we aim to grow alongside.

PLANET - Whose finite resources we must use regeneratively to protect and enhance biodiversity.

PRACTICE - How we work, the principles we hold, and the design strategies we develop and apply.

PROJECTS - Projects we are drawn to which can have the greatest impact on the greatest number of people.



People

We want the practice to be the best place of work it can be for all it's employees.

One that embodies a culture of kindness and respect, encouraging participation with confidence, providing personalised training and development and maintaining a fair and equitable remuneration for all it's employees within the financial resources available to the company at any time.



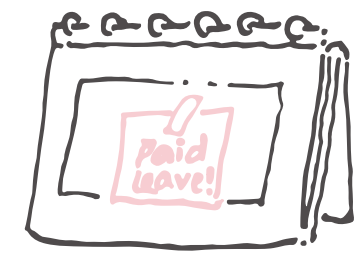
Salaries exceed national living wage



Opportunities to receive bonuses



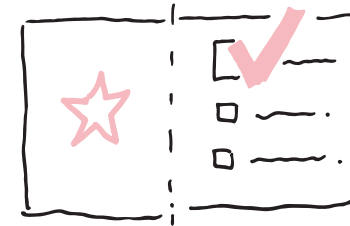
Salaries matching inflation



Provision for 33-35 days paid annual leave



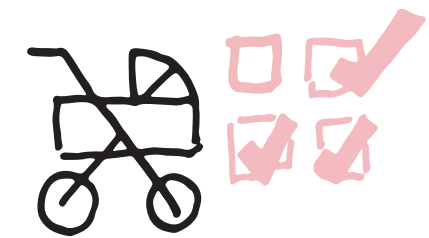
Flexibility with working from home



Improved appraisals structure



Funding further training & education for employees



Care-giver leave improved/extended

Aim

How?



- Pursue formal accreditation to National Living Wage.

- Complete registration process and share externally.



- We will implement living pension requirements for all employees.

- Review criteria for meeting living pension requirements.
- Change and update pension provider to meet ethical and financial best practice.



- Develop 3 monthly appraisal process for all architectural assistant staff ensuring practice and people evolution is aligned with strategic priorities for the individual and the business.

- Develop skills template for each individual to define annual training and development targets and objectives.
- Establish quarterly programme of reviews to track progress.



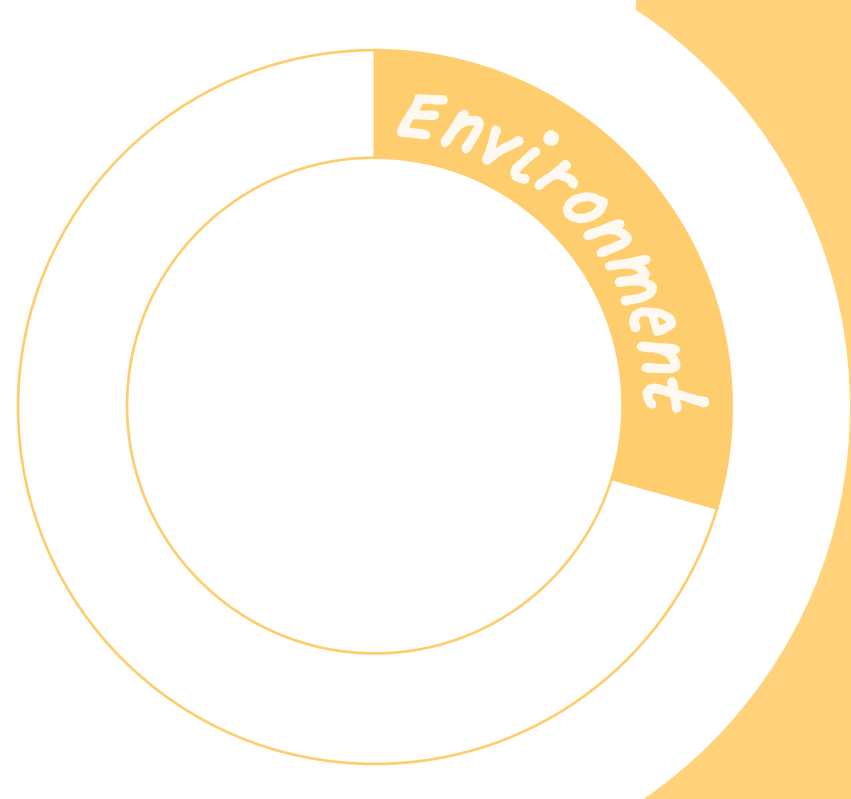
- Develop 3 monthly CPD, skills and leadership auditing process for management team.

- Develop template and recording tracker aligned against ARB CPD recording process.





 reflecting as a team



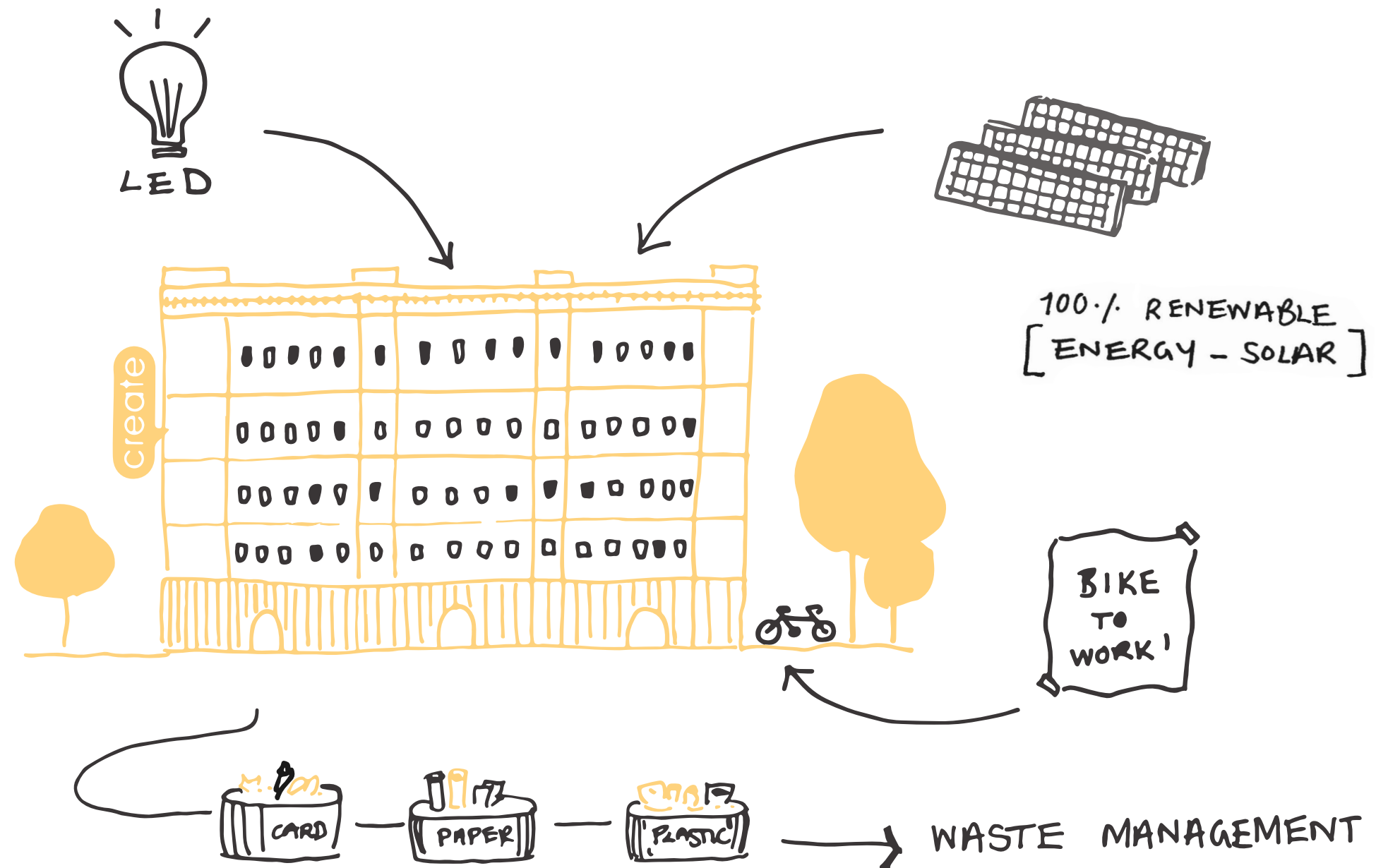
Planet

Our Studio – The Create Centre

We are proud tenants of the Create Centre, benefiting from its environmentally focused management, recognised with sustainable workplace awards for over 20 years.

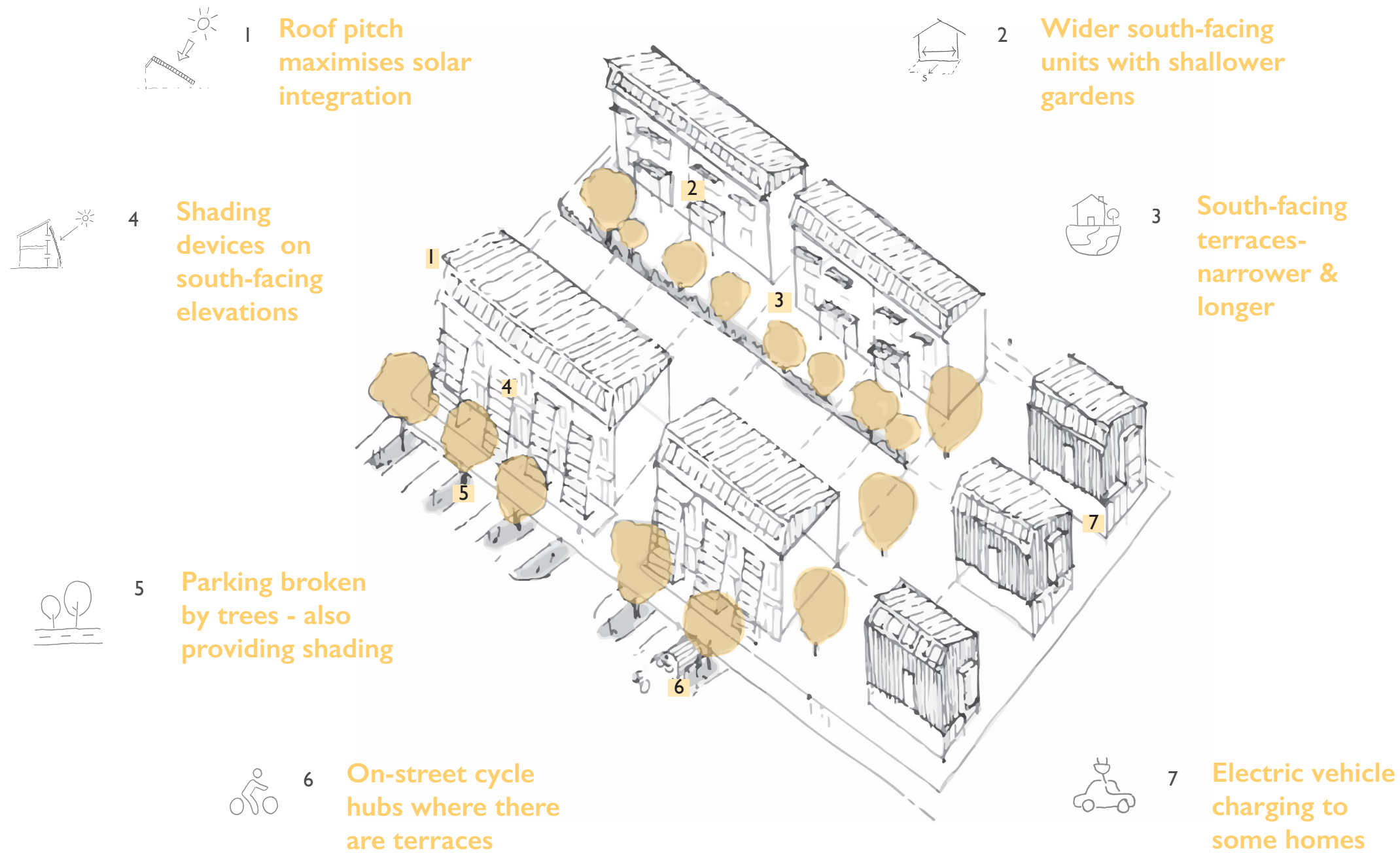
We collaborate with neighboring tenants like Resource Futures (a pioneer UK B Corp), SuSy Retrofit (promoting low-carbon retrofits), and the Green Register (offering sustainable construction training and events).

We support the Create Centre's mission by commuting via walking, cycling, or public transport and using car shares and rail for distant site visits and meetings.



Retrofit distribution warehouse

One 50 design processes



99.8%

of our projects can be identified as incorporating **safe and convenient street design**, enhancing the relationship between the back of pavement and the front door and maximising the benefit of the public realm for people over vehicles, integrated biodiversity, landscape and sustainable drainage strategies.

85%

of our projects are developed with an **integrated design team**, with the aim of maximising efficiencies and coordination of robust environmentally coordinated design to provide best value lifecycle performance.

Aim

How?



- We will develop additional KPIs to measure projects reusing existing buildings and those that were progressed using a carbon accounting tool.

- Appraise current database to determine % age of current projects reusing existing buildings.
- Review and test low carbon accounting tools that are most relevant to our industry and compatible with our software.



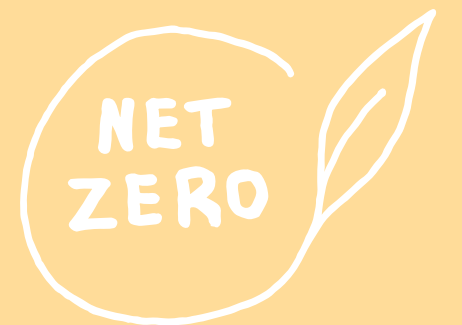
- We will target all projects moving towards net zero carbon.

- We will create a database of completed buildings' energy performance at design and in use stages with our clients.
- We aim to advance the delivery of zero-carbon homes using our MMC construction experience and growing our in house expertise of Passivhaus and Lifecycle carbon analysis.



- We will maintain our KPI performance under PLANET headings.

- We will track and aim to maintain over 75% for projects with safe and convenient street design and using an integrated design team.
- We will track and aim to improve the percentage of projects on Brownfield sites.





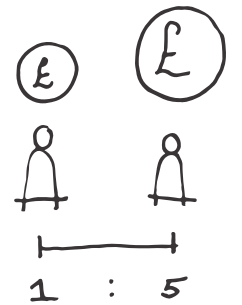
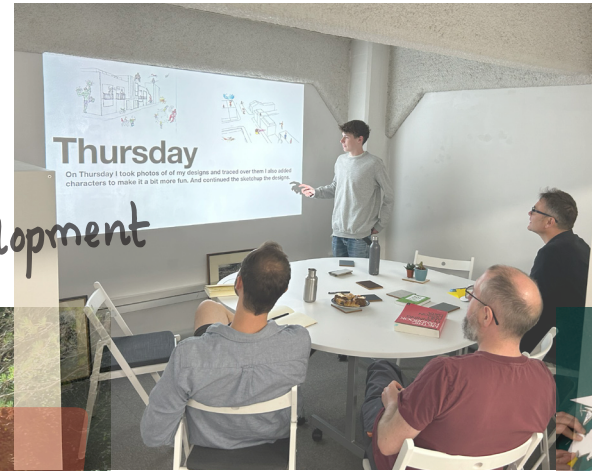
Practice

We are dedicated to encouraging and upholding a studio design culture.

Where the design process is open and collaborative, involving co-creation with clients, the community, and other design disciplines.

We include all staff in reviewing and forming the direction of the company at regular points throughout the year and we have established a tradition of a yearly away day which has a practical aim to ensure our mission and direction of travel is reviewed and challenged as well as providing a shared social experience for the whole team.

Volunteering & professional development



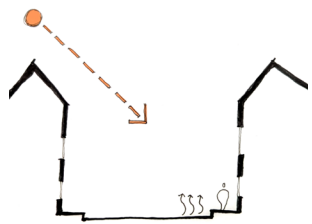
BCoRP
Salary ratio.

Yearly away day

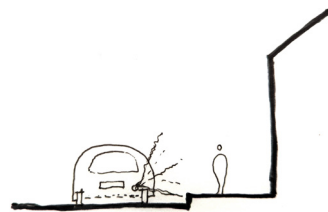


Urban Greening: Progressive thinking

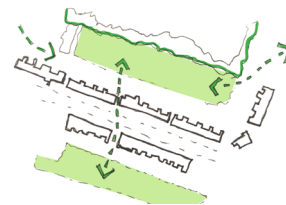
Mitigate overheating and the Urban Heat Island effect.



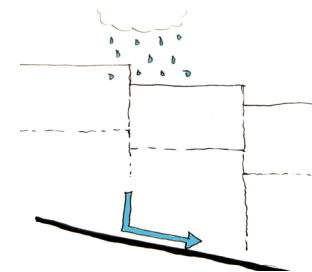
Reduce the impacts of pollution from roadways.



Improve access to greenspaces for residents and biodiversity.



Alleviate surface flooding & impacts from extreme rainfall.



We aim to **develop employees' skills**, especially when **personal interests align with our company ethos**.

We funded an employee to complete a 3-month urban greening course, enhancing our integration of public realm design with sustainable drainage, landscape, and biodiversity strategies.

We also offer a 3-month training and appraisal program for Part 1 and Part 2 architectural assistants, guided by team members who are teaching fellows at local university architecture departments.

Aim

How?



- We are going to develop and implement a new volunteering policy to encourage all staff and our practice as a whole to engage in volunteering activities that will be supported by the company.

- Describe and formulate volunteering policy.
- Advocate and encourage staff to embark on volunteering activities.
- Define whole office volunteering activities.



- We intend reinvest into the progression of the practice to up-skill our team to be at the forefront of the transition to a climate resilient regenerative construction industry.

- We are aiming to train staff specifically in Passivhaus, Retrofit PAS 2035, lifecycle carbon accounting skills and techniques to place these recognised design approaches at the forefront of our delivery.
- We will explore with our clients the opportunity to progress a project through the Net ZERO Carbon Pilot project programme in 2025.



- We aim to work in more diverse design teams.

- We will research and advocate for increased diversity in our design team collaborators where we have the ability to influence the design team make-up.



- We aim to develop a charitable giving policy - defining pro bono services provided for charitable and social or environmental organisations.

- We will embed this into fee proposals and services provided for charitable social or environmental organisation.
- We will target the 5% per person hours pro bono and volunteer service time commitment.



Team trip
to London
- July 24





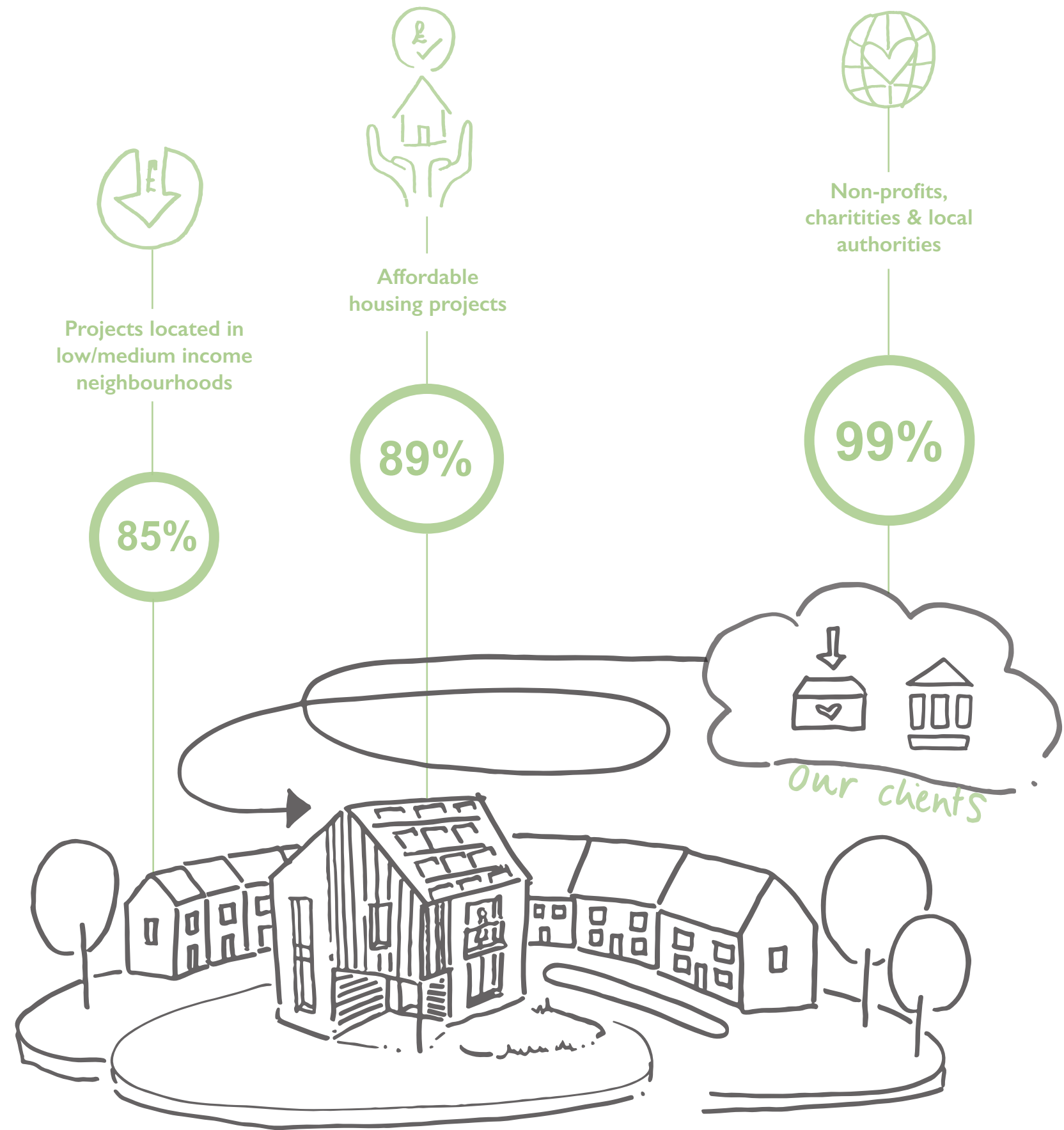
Projects

We are proud that over 90% of our projects focus on social housing and community-led initiatives.

We aim to build networks for positive change, diversify our clients, and collaborate with those prioritising social and environmental agendas.

We help clients deliver zero-carbon housing using innovative offsite prefabricated MMC (modern methods of construction) solutions.

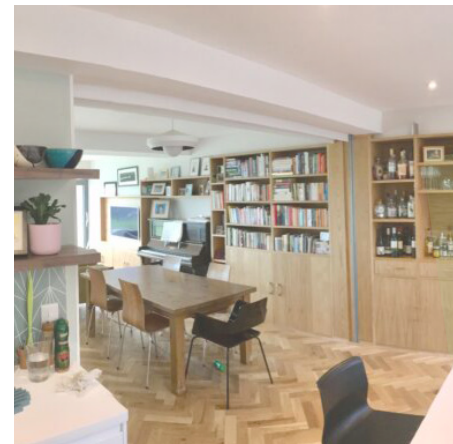
We provide discounted services to charitable and community-led projects with solely social or environmental aims, recording this as a 'contribution in kind' to support their progress.





①

Cornerways, Westerleigh - Re-purposing an existing Victorian nursery building into a co-living/co-caring site.



②

Rownham Hill - Three-storey 1960s terraced retrofit - transforming an interior family living space.



Retrofit

We advocate for greater reuse of existing buildings.

The re-purposing of existing buildings is a fundamental regenerative act. As architects we can reduce resource use and help neighbourhoods move towards a lower carbon future with better performing existing buildings.

We are collaborating with Bristol City Council to repurpose redundant buildings into specialist accommodation, sustainably integrated within existing communities, while also advancing our expertise to move private home developments toward Passivhaus and Enerphit standards.



New-Builds

We are committed to working for **clients** whose **projects** they wish to create have an **essential purpose.**

As a society, we must question the need for new buildings, and, when justified, apply zero-carbon, resource-efficient solutions that optimise land use, enhance biodiversity, and promote sustainable water management.

We are proud to advance our use of Modern Methods of Construction (MMC), leveraging efficient factory processes that enhance performance. This approach requires early coordination, system understanding, and design integration.



Glendare Street, Bristol -
New-build end of terrace house, using Passivhaus principles.



Grove Road, Bristol -
11 no. Passivhaus housing scheme, located on a brownfield site.



Islington Road, Bristol -
Low-operational energy family home on a constrained site.



Royal Manor, Portland -
Completely zero-carbon site. Pre-fabricated affordable homes.



Broomhill, Bristol -
13 no. affordable homes, working with Bristol City Council.



Rackham Close, Bristol -
A detached self-build passivhaus with south-facing garden.

Aim

How?



- Formalising a standardised approach to gathering client feedback.

- Develop template and process and identify metrics for standard questions across project / client types.
- Implement roll out and test with key clients.



- We want to play a positive role in the reuse of existing buildings.

- We will advocate the interrogation of reuse of existing buildings across all projects where this is possible - working with other consultants to present options to our clients.
- We will develop our network and understanding of the challenges of retrofit and help remove barriers.



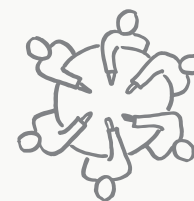
- New-build housing projects should be targeted to meet specific need in sustainable locations.

- Continue contributing positively to the housing crisis by supporting affordable homes in the right locations for the right people, including later living, community-led, and general housing needs.
- We are aiming to become experts in the delivery of specialised supported housing, meeting the current lack of accommodation for people with autism and other acute needs.
- Maintain relationships with existing clients serving low- and moderate-income neighborhoods and seek similar new clients.





Bristol Somali Resource Centre · Community Consultation ·





our mission...

We are dedicated to taking **climate action** through our practice, both in our daily business operations and, importantly, in our role as architects within the construction industry - [a major contributor to carbon emissions].

One50studio is committed to critically **evaluating the necessity of new construction**. If a new building is justified, we ensure it is zero carbon, environmentally and contextually appropriate to its location, and designed to use land, air, water, and material resources as sustainably as possible.

One50studio commits to champion the regenerative and **adaptive reuse of existing buildings** and places, with the goal of expanding our portfolio of retrofit and reuse projects.

