BIDWELLS

Annual Impact Report 2025



Certified B® Corporation

Our impact *in numbers*

£110k+

Donated to charity partners and community interest companies

~14%

Emissions reductions*

>52MWh

Clean electricity generated by the solar panels on our offices

2,030+

Sustainability microlearning stickers collected in 2025

6.8

Average length of service in years

9.5%

Of all employees on a graduate programme or completing an apprenticeship

8,112

Training hours. An increase of over 25% compared with 2024

2,440

Volunteering hours across the business. 46% increase from 2024

90+

Charity partners and community interest groups supported by Bidwells

All data reported reflects the calendar year 2025. We also celebrate initiatives and activities that were undertaken within the period May 2025 – May 2026 aligned to our B Corp certification periods. Our GHG emissions have not been independently verified.

*Scope 1, Scope 2 and selected Scope 3 business travel emissions compared to our 2019 baseline.

Introduction

We are proud to mark our second year as part of the B Corp community, standing alongside a growing movement proving there is a better way to do business. Being part of this community reinforces something we've always believed: how we do business matters just as much as what we achieve.

Over the past year, we've seen renewed optimism across our sector, even as we navigate an increasingly complex world shaped by shifting geopolitical dynamics and the opportunities and challenges presented by the rapid rise of AI. At the same time, we recognise the structural challenges that continue to hold back sustainability, productivity and long-term growth in our industry.

As we publish this Annual Impact Report, that complexity has only intensified. Global uncertainty is rising but so too is the urgency to act.

Being a B Corp means leaning into that challenge. It means collaborating more openly, listening more closely, and continuously pushing ourselves, and our industry, to do better.

This report reflects the progress we've made across our people, communities, supply chain, client work and our journey to net zero. It also sets the direction for what comes next, as we prepare for recertification under the new B Corp standards.

The path forward may be more complex but our ambition to lead meaningful change has never been clearer.

2 years

As a Certified B Corporation

Certified B Corporation®

"Being part of the B Corp community reinforces something we've always believed: that how we do business matters just as much as what we achieve. This year has shown us that progress isn't always straightforward, but it is always worth pursuing. We're proud of how far we've come and even more determined about where we're going next."

Nick Pettit
Senior Partner, Bidwells



About Bidwells

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

Bidwells' B Corp status builds on more than 185 years of heritage and is driven by putting people first, strengthening community partnerships, and integrating impact across our services and operations.

185+
Years of experience

600+
Strong team

>3,250
Clients

40
Specialist teams

£5.1bn
AUM



4m
Acres of the UK's countryside and coastline under our management or advice

BIDWELLS
Investment Management

Launched in 2025, Bidwells IM specialises in regulated investment advice for real estate strategies.

10
UK offices



Systemic Challenges, Collective Response

Last year we touched upon three systemic challenges facing our sector, society and the environment: equity, diversity and inclusion; social inequality; and the climate and biodiversity crisis. These challenges remain priorities for those working in the built and rural environments.

Encouragingly, the sector has not stood still. We have welcomed meaningful policy and industry responses to these challenges, including reforms to housing standards and the private rented sector, the Government's proposals for the Future Homes and Buildings Standard, and the publication of the UK Net Zero Carbon Buildings Standard. We are also seeing a shift in client focus from ambition to delivery, with greater emphasis on measurable outcomes, real-world performance and an equitable transition. This momentum matters: with sustained global warming now exceeding 1.3°C above pre-industrial levels* and annual temperatures already breaching 1.5°C, the window for effective action is narrowing.

However, delivering against these ambitions amid inflationary pressures, funding constraints and wider geopolitical uncertainty continues to affect the viability and pace of development and remains a significant challenge. At the same time, biodiversity requirements and nature recovery ambitions continue to influence how land is used and managed across both urban and rural environments, reinforcing the need to balance development with long-term environmental stewardship.

These challenges are systemic in nature and deeply interconnected. Meeting them will require sustained collaboration and we remain committed to working with our clients, supply chain partners and stakeholders toward that goal. As we move through 2026, our focus is on translating policy into delivery and creating places and landscapes that are not only economically successful but also resilient, inclusive and environmentally sustainable.

* Forster, P.M. et al., 2025. Indicators of Global Climate Change 2024: annual update of key indicators of the state of the climate system and human influence. Earth System Science Data, 17, pp.2641–2680. Source: https://essd.copernicus.org/articles/17/2641/2025/

B Corp at Bidwells

Being a Certified B Corp is about being part of a global movement of companies aiming to do business differently and deliver meaningful change across a range of areas to benefit people and the planet. The movement enables us to share our experience both within the B Corp community, and as agents of change across our sector.

While B Corps create meaningful and lasting impact throughout the year, B Corp Month each March is an opportunity to reflect, share insights and deepen the collective understanding of the movement. Businesses of all sizes and sectors come together across the country around a shared belief that business can, and should, benefit people and the planet.

From large-scale gatherings to intimate local meetups, connection was at the centre of this year's celebrations, alongside a collective commitment to raising the bar.

Helen Newman of Bidwells joined B Local Cambridgeshire alongside Tom Ebbutt, Director of Impact, B Lab UK, Matthew Grimes, Professor of Entrepreneurship and Sustainable Futures at Cambridge Judge Business School, University of Cambridge, and David Sales, Director at First Ascent to explore the signals that genuinely matter for sustainable growth, how organisations are interpreting them and an honest discussion about the tensions of being a purpose-led business.





Climate Action



Justice, Equity, Diversity & Inclusion



Environmental Stewardship & Circularity



Government Affairs & Collective Action

Certified B Corporation®



Fair Work



Human Rights



Purpose & Stakeholder Governance

Certified B Corporations™, or B Corps™, are companies verified as meeting standards for social and environmental performance, transparency, and accountability.

B stands for 'benefit', for people and the planet, not just shareholders.

As part of its commitment to building an inclusive, equitable, and regenerative global economy, B Lab launched rigorous new standards (V2) in 2025 that are the most comprehensive update to the B Corporation (B Corp) certification model to date.

The new B Lab standards move away from individual point scoring to minimum requirements across seven Impact Topics. Additionally, certifications are now verified by a third-party assurance provider, strengthening the rigour and credibility of the B Corp movement.

This increased robustness is reflected in the UK's regulatory landscape. The Financial Conduct Authority (FCA) has referenced B Corp certification standards within its Sustainability Disclosure Requirements (SDR) disclosure examples, using the standard to illustrate an independent, globally recognised benchmark that companies may adopt to evidence sustainability characteristics*. This signals regulatory acceptance of B Corp as a credible framework for substantiating sustainability claims.

* The SDR and investment labels: pre-contractual disclosure examples

The new B Corp structure provides companies with a robust framework for monitoring and measuring sustainability and governance performance, while offering the clarity needed to focus on the actions that will drive the greatest impact. This enables organisations to lead with greater accountability, credibility and purpose.

Bidwells has been a Certified B Corp for two years under the V1.6 standards and as we look ahead to our recertification in 2027, we are already working towards aligning with the new standards.

For example, as part of our commitment to continuous improvement, we have established our purpose statement. We will be revisiting our material issues by completing a double materiality assessment with our stakeholders through 2026 and are currently strengthening our greenhouse gas (GHG) monitoring and reporting by developing a full Scope 3 emissions footprint (for more details see p 48).

> *Grainger's ambition to deliver genuine social value through our portfolio demands advisors who share both our commitment and our rigour. Bidwells' planning, sustainability, EIA and social value teams have brought exactly that, combining technical depth with a collaborative approach that has meaningfully strengthened our project outcomes. Knowing that Bidwells is a certified B Corp gives us additional confidence that our partnership is grounded in shared values: a genuine belief that responsible business practice and long-term impact sit alongside commercial success.*
>
> **Mohan Sidhu**
> Associate Director, Grainger Plc

The UK has the largest B Corp community in the world with over 2,600 companies that employ over 200,000 people. To celebrate the 10-year anniversary of UK B Corps, a landmark report has been produced by B Lab UK that details the outperformance of UK B Corps across multiple metrics including growth, investment and resilience, alongside creating significant positive impact on the environment and for employees*.

2,600

UK B Corp Companies employing

200k

People

The report shows B Corps have the potential to drive sustained economic growth whilst delivering broader positive impact, demonstrating that profit and purpose go hand in hand. For example, between 2024 and 2025, UK SME B Corps saw 20% turnover growth (almost 7 times higher than the 3 percent for all UK SMEs) and 11 percent employee headcount growth (compared to just 2 percent for all UK SMEs)*.

*Purpose-led businesses thriving and outperforming UK peers, new data shows - B Lab UK

Our Purpose

To complement our Mission and Vision, and as part of our Nexus 2030 strategy, we have established our Purpose statement that articulates our intent to create meaningful positive impact:

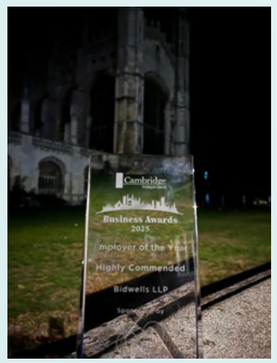
Bidwells exists to help our clients make thoughtful property and land-use decisions that create lasting value for people, communities, and the environment, while also delivering strong, sustainable commercial outcomes.

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

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

This is publicly enshrined in our updated ESG Policy, which was also refreshed earlier this year.







Bidwells is delighted that our approach to sustainability was recognised at the 2025 Estates Gazette (EG) Awards where we won the prestigious Sustainability Initiative of the Year. This award recognised our outstanding progress in our net-zero commitment, our B Corp status, and embedding sustainability across our culture. Judges praised our work as a "standout example" of setting and delivering ambitious environmental and social goals.

Bidwells was also awarded Consultant of the Year at the Procure Partnerships Framework awards. This awards ceremony distinguishes the most outstanding projects and professionals who have set new benchmarks in the industry. The Consultant of the Year award recognises commitment to supporting public sector initiatives such as social value, value for money, and stakeholder management.

Our work has been further acknowledged across the industry including at the 2025 Cambridge Business Awards, achieving Highly Commended in the Employer of the Year category, and at the Building Magazine Awards 2025 where 316 Cambridge Science Park was shortlisted for the 'Retrofit Project of the Year (Modern)'.

Our people

Our people have always been at the heart of our business and are fundamental to driving our success. We continually strive to create an environment where all individuals feel empowered to connect with others to do their best and most innovative work, leaving a lasting, positive impact on our clients and the communities we operate in.

Equity, Diversity and Inclusion

Diversity in property and real estate advisory remains a long-standing challenge. While there has been some progress, Real Estate Balance's 2024 membership survey highlights ongoing structural issues in representation and progression. While the sector is "broadly gender-balanced" at entry and mid-level roles, there is a "stubborn underrepresentation of women in senior leadership", and the report challenges the idea that this is due to a lack of pipeline. Instead, it points to a clear progression gap, with diverse talent not reaching senior levels. The findings also show that the industry is less ethnically diverse than expected given its London concentration, and more socioeconomically privileged than national averages, demonstrating that the key barriers to diversity relate not only to access, but also to progression and inclusion within the sector.

Bidwells is resolute in its commitment to fostering a culture of equity, diversity and inclusion, ensuring that every member of the firm has the opportunity to thrive and contribute to collective success. Since committing to a programme of EDI actions in 2021, we have invested in building awareness and understanding across the business, seeking strategic guidance from external experts, listening to the lived experiences of our people, and continuing to upskill our people on EDI matters.



"

Joining the Senior Leadership Team as a Board Member has given me the opportunity to ensure that our People priorities and the work of the Be at Bidwells Committee are consistently represented at the highest level of decision making. Embedding our culture into board discussions is essential to sustaining the kind of firm we want to be – one where our values guide both how we work and the impact we have.

As Chair of the Be at Bidwells Committee, I am committed to keeping equity, diversity and inclusion firmly on the agenda. This means challenging ourselves as leaders, strengthening transparency in how we govern EDI, and enabling an environment where every colleague feels they can thrive. This reinforces our commitment to building a firm that is responsible, inclusive, and genuinely people-centred.

"

Hannah Roman
Senior Executive Director

To support the industry in collectively addressing the persistent leadership gender gap in real estate, Bidwells contributed to the latest Real Estate Balance research report, Closing the Real Estate Leadership Gender Gap. Our Senior Partner, Nick Pettit, provided verbal evidence at the CEO Breakfast series in early 2026, and our Executive Director for People and IT, Hannah Roman, submitted written evidence outlining the steps we are taking to support women's progression into senior leadership roles. The findings have been distilled into eight best practice recommendations, and we are encouraged that we are already implementing all of these as part of our ongoing commitment to EDI.

This year, we strengthened our leadership by promoting two women to our Senior Leadership Team: Hannah Roman (Executive Director, People and IT) and Amanda Hallo (Executive Director, Compliance and Risk), broadening both representation and perspective at the top of the business.

These appointments increase female representation within our senior leadership team to 13%. While this remains below the wider UK property sector average, we recognise there is more to do and are committed to driving sustained progress at all levels of the firm.

Our vision for 2030 focuses on increasing diverse talent, enhancing our inclusive culture, and embedding a fully inclusive approach to the leadership and governance of our firm, and aligning with the new B Corp standards on EDI at board level.

"

Since joining Bidwells, I've been impressed by the firm's strong commitment to excellence, professionalism, and supporting its people; values that align strongly with my own aspirations for building a robust, forward-looking compliance and risk culture. I joined Bidwells because I saw a firm that not only values strong governance but recognises it as a strategic enabler of growth. This is reflected in our Nexus 2030 strategy and in the firm's investment in best-in-class frameworks, continuous improvement, and enhanced risk maturity.

Over the past year, we have strengthened governance and compliance across the business through enhanced policy governance, improved risk oversight, and more effective audit and remediation processes, underpinned by the launch of the new Compliance & Risk Committee.

"

Amanda Hallo
Executive Director, Compliance and Risk



International Women's Day

International Women's Day is a moment to celebrate and reflect, but at Bidwells, we see equality as year-round work. This year's International Women's Day panel, chaired by our Senior Partner, Nick Pettit, brought together women from across our business (Scotland, London, Oxford, Perth and Cambridge). Using real lived experience alongside anonymous polling, the discussion explored the themes of Rights, Justice and Action.

We talked openly about the impact of allyship, flexible working, and fair progression in supporting women's careers across the built environment sector. While we're making progress – reducing our gender pay gap and steadily increasing female representation at Partner level – we also recognise there's more to do.

The panel's key takeaway was that meaningful change happens when we all commit to practical actions, including:

- Sponsoring talented colleagues and opening doors – not just offering advice
- Listening to different experiences and perspectives
- Advocating for colleagues at every level (up, down and sideways)
- Modelling healthy work–life boundaries, and respecting others' boundaries too
- Avoiding assumptions, including the idea that boundaries reflect a lack of ambition
- Challenging unconscious bias, to support fairer, more inclusive decision-making

Danielle Percy
Partner, Head of Landscape Architecture & Masterplanning



"Bidwells' B Corp commitment closely aligns with how we approach strategic land at the Church Commissioners – taking a long-term, responsible view of land, place and people. Their focus on strong governance, environmental standards and positive community outcomes supports our aim to bring forward sustainable development that delivers lasting value for the places we steward."

Matthew Naylor
Team Head – Strategic Land (Investment), Church Commissioners for England

Colleague Opinion Survey

As part of engaging with our colleagues and listening to feedback, we are pleased that our 2025 Colleague Opinion Survey was completed by 79% of our people. An overall engagement score of 75% favourable shows that colleagues experience a firm built on trust, genuine support and a strong sense of belonging.

Management remains one of our greatest strengths, with 82% scoring favourable, with many colleagues noting that their manager genuinely cares about their wellbeing, a view shared by 89% of respondents. This depth of trust creates a supportive environment where people feel part of a team and well led in their day-to-day work.

The survey also highlights high levels of pride and advocacy. With 88% of colleagues saying they are proud to work here and 89% recommending the firm as a great place to work, there is clear confidence in our direction. Colleagues also expressed strong belief in our future, with 79% agreeing that the firm is well positioned for success over the next three years. This collective confidence reflects a culture of shared purpose and ambition for Nexus 2030.

Clarity and autonomy continue to shape the colleague experience, supported by strong enablement scores. Most colleagues (84%) report that they know what is expected of them and feel they have the autonomy they need to perform effectively. This combination of clear direction and trust enables people to deliver their best work while supporting sustainable performance.

Our culture of inclusion also remains a defining feature of life at the firm. With 80% of colleagues feeling respected and 78% feeling able to be their authentic selves at work, there is a strong foundation for belonging. These experiences reflect our ongoing commitment to creating an environment where everyone feels valued and supported.

Building on these strengths, the engagement survey has also highlighted areas where we can continue to improve. We are committed to ensuring that colleague feedback leads to meaningful action, reinforcing that we listen, respond and evolve as a firm.

The following initiatives reflect how we are addressing key themes raised by our people.

"The leaders at Bidwells demonstrate that people are important to the Firm's success."

- Create more opportunities for colleagues to engage directly with senior leadership including Main Board and SLT through initiatives such as Lunch & Learn sessions, Nexus Live and Bid Pod, with consideration given to fair and balanced participation.
- Host regular, open 'fireside chat' style conversations with the Senior Partner via Nexus Live or dedicated interviews, building on examples such as the recent apprentice-focused discussion.
- Provide consistent updates on Nexus 2030 through CPD sessions, ensuring colleagues remain informed and connected to our strategic direction.

"I feel valued for the unique contribution I can make to Bidwells."

- Establish the Nexus Awards as an annual event, aligned with BEmpowered Week, in years without a firm-wide conference.
- Embed Nexus Den as an annual initiative to encourage innovation and idea-sharing across the firm.
- Introduce a dedicated 'talent spotlight' in Nexus News to celebrate individual and team achievements, with recognition tailored to different roles (for example, deal success and client impact for agents, operational excellence for support teams, and tenant or portfolio outcomes for property managers).
- Support managers in delivering more regular, personalised feedback beyond PDRs, with tools and guidance to help create time for meaningful, constructive conversations.

Colleague Opinion Survey at a glance

Pride and Confidence in the Firm

88%
Are proud to work for the firm

89%
Would recommend it as a great place to work

79%
Believe the firm is well positioned for success over the next three years

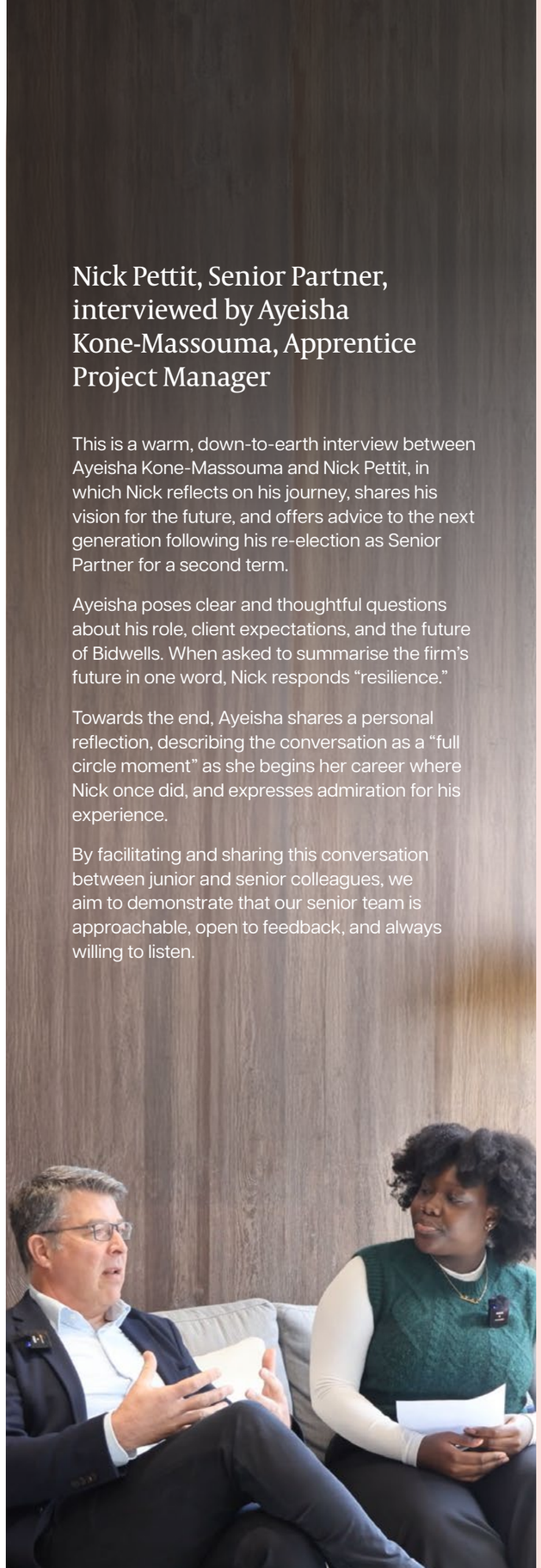
A Culture of Inclusion and Respect

With Inclusion scoring **71% favourable**, colleagues report an environment where respect, authenticity and belonging are widely experienced.

80%
Feel respected

78%
Feel able to be their authentic selves

76%
Feel they belong at the firm



Nick Pettit, Senior Partner, interviewed by Ayeisha Kone-Massouma, Apprentice Project Manager

This is a warm, down-to-earth interview between Ayeisha Kone-Massouma and Nick Pettit, in which Nick reflects on his journey, shares his vision for the future, and offers advice to the next generation following his re-election as Senior Partner for a second term.

Ayeisha poses clear and thoughtful questions about his role, client expectations, and the future of Bidwells. When asked to summarise the firm's future in one word, Nick responds "resilience."

Towards the end, Ayeisha shares a personal reflection, describing the conversation as a "full circle moment" as she begins her career where Nick once did, and expresses admiration for his experience.

By facilitating and sharing this conversation between junior and senior colleagues, we aim to demonstrate that our senior team is approachable, open to feedback, and always willing to listen.

Learning and Development

In 2025, Learning & Development delivered a year of strong growth, developing core competencies across Bidwells and embedded new development programmes. We recorded 8,112 learning hours, rising to 12.8 hours per colleague, demonstrating at rise to 12.8 hours per colleague from 2024, which reflects increased engagement in both core and new programmes. Of these, 2,239 hours came from newly launched initiatives including leadership, management, technical programmes, and role-specific Health & Safety training.

A major milestone was the rollout of the new PDR system, achieving strong adoption with 75% completion in Q1 and 76% in Q3.

We continue to support apprentices and graduates as an important route into real estate and rural land management. Our programme is a structured series of learning events for all Bidwells' graduates and apprentices. It is designed to develop skills beyond technical expertise across three key areas: personal effectiveness and impact, delivery excellence, and commercial acumen. These capabilities are critical for building confidence, strengthening performance, and delivering value for clients and the business. The programme combines interactive training events with self-study, reflection activities, and development conversations with line managers. This learning takes place alongside day-to-day responsibilities and qualification preparation, representing an investment that supports long-term career growth and success at Bidwells. Sustainability is also a key element of the graduate training programme, with a dedicated half-day session included as part of the graduate training day.

8,112

Training hours. An increase of over 25% compared with 2024

Next Gen Talent

This year, we strengthened our commitment to investing in the next generation of talent and embedding learning, development and progression firmly into the core of our business. Our graduate and apprenticeship programmes are a key part of this approach, with sustainability embedded as a core theme throughout, reflecting its growing importance to both our industry and our clients.

To understand how these commitments are being experienced in practice, we asked a group of graduates and apprentices to reflect on their journeys so far. Their response reflected a strong sense of enthusiasm for the property industry, underpinned by early exposure, academic interest and a desire to make a positive impact. Participants consistently highlighted the value of Bidwells' supportive culture, structured learning and development opportunities, and strong emphasis on people, sustainability and community. Many noted how this integrated approach, including dedicated sustainability-focused sessions within the programme, has helped build confidence, skills and a sense of belonging early in their careers.

"*I came to property from an architecture background after realising how collaborative, people focused and varied the profession is. My apprenticeship and graduate training have strengthened both my technical skills and confidence, while allowing me to apply my sustainability knowledge in practice. I value Bidwells' commitment to learning, inclusivity and responsible impact, and enjoy being part of a culture that supports development both professionally and personally.*"

Verity Millar
Investment and Property Management Graduate Surveyor



"*Property appealed to me because of the variety of work and the opportunity to constantly learn and take on new challenges. The graduate programme has helped me transition confidently from university into professional life, supported by strong learning opportunities and a real sense of community. It's motivating to work for a forward thinking business where sustainability, people and long-term impact genuinely matter.*"

Edward Poignand
Graduate Rural Surveyor



9.5%

Of all employees are on a graduate programme or completing an apprenticeship

Our mentoring programme continues to mature, with 27 active pairings and 12 additional mentors ready for matching.

We continued to embed the Herrmann Whole Brain Thinking framework across our people, with

406

Assessments completed

45

Team debriefs and an increasing demand for team follow-up sessions.

It is now an integral part of the induction process for new starters and a firmwide session during BEmpowered Week strengthened Self-Awareness to enhance colleagues' impact at work. Overall, 2025 marked a year of significant progress, laying strong foundations for further development and capability growth in 2026.

We invited them to reflect on how our values, culture, and focus on people and the environment have influenced their experience so far.

"*The inclusive and supportive culture makes me feel comfortable and valued. It's reflected in how long people choose to stay at the firm.*"

Hamish Owen
Operational Living Business Development Analyst





"*I feel proud to work somewhere that genuinely values its people and the environment. It creates the ideal space to learn and grow.*"

Robyn Jones
Assistant Building Surveyor

Health, Wellbeing and Safety

We are committed to embedding a proactive, resilient and inclusive health, safety and wellbeing culture across Bidwells, and one that protects our people and enhances trust with clients, colleagues and the communities in which we work.

Through our BeSafe strategy, we are strengthening our commitment to health and safety as an organisation. BeSafe has identified four main goals which will enable us to focus our energy and attention on the key areas where we can drive meaningful behavioural improvements and create a clear vision around which to build our strategy.

Our commitment extends to ISO 45001, and we achieved this internationally recognised standard for Occupational Health and Safety Management Systems in April 2026.

We now regularly engage with our supply chain via safety forums and have built stronger working relationships to share best practice, encouraging two-way feedback and collectively driving continuous improvement.

We are fully committed to equipping our people with the knowledge, skills, and training required to meet all Health and Safety obligations for which we are responsible. In 2025, we delivered a range of in-person and online training programmes, issuing more than 200 pass certificates for IOSH Leading Safely and IOSH Managing Safely, alongside fire safety and asbestos awareness courses.

Through our commitment to Health and Safety, we will strengthen how we work together, creating a safe, supportive and high-performing culture at Bidwells.



1

A Strong Team is a Safe Team.

Lead by example and make zero harm culture a reality.



2

Prevention is Power.

If you think something looks unsafe, speak up.



3

Better Conversations Mean Safer Teams.

Collaborate to stay safe.



4

Use the process that keeps you safe. Ask if in doubt.

Keep it simple, keep it safe.







BidPod at UKREiiF 2025

BidPod is Bidwells' internal podcast, bringing colleagues closer to the latest news, insights and conversations shaping the business and the wider industry. Hosted by Victoria Hasson, Claire Galilee and Jake Allen, it keeps everyone connected and informed.

Claire and Jake, who have both now completed Bidwells' graduate programme (you might recognise Claire, she made a guest appearance in last year's Next Gen talent feature!), took BidPod on the road to UKREiiF. From the heart of Leeds, they captured the energy of the event, interviewing clients and panellists, sharing key moments, and delivering daily snapshots that brought the buzz and big conversations straight back to colleagues across the business.

> *I was privileged to attend UKREiiF 2025 as part of the Bidwells delegation. We had the opportunity to network, attend talks, and interview panellists from across the property sector, exploring topics from science and technology to operational living and sustainability. It was a fantastic event and clearly demonstrated Bidwells' commitment to supporting early career development and encouraging engagement with the wider industry.*

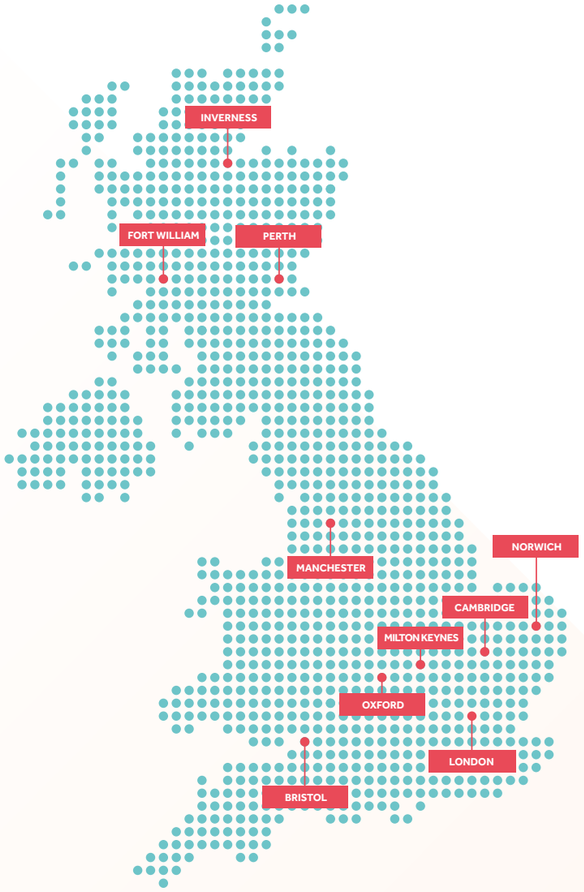
Jake Allen
Senior Surveyor, Business Space Agency

> *I am so grateful that Bidwells championed me to attend UKREiiF 2025, which is traditionally an event for the Bidwells' most senior employees. I was able to attend panel discussions and talks hosted in the Bidwells' pavilion and in others, as well as interview panellists myself on the Bidwells' internal podcast, BidPod. The buzz in the city has really stuck with me, and the excitement in the sector was inspirational as someone who is working through an apprenticeship at the start of my career.*

Claire Galilee
Town Planner

Our Communities

Bidwells operates across the UK, with many of our offices based in cities where strong economic performance can obscure significant inequality and uneven wealth distribution. We are committed to supporting our people to work in partnership with local communities, helping to deliver meaningful social value and tangible community benefits.



Bidwells' Community Impact Fund

Bidwells commits a portion of its profits to investing in community projects as one way to use our knowledge and influence as a force for good. This year we wanted our community funding to be more focused and impactful. Pursuant to this we have established a Community Impact Fund, which is dedicated to support local initiatives that align with Bidwells' values, business focus, and areas of expertise, while delivering meaningful social or environmental impact within the communities in which we operate. The fund is specifically focused on supporting local charities, not-for-profit organisations, and community interest groups that serve underserved or disadvantaged populations.

We seek projects that are intentionally designed to create lasting, positive, and meaningful social, environmental, or economic change, and that can demonstrate their impact. Priority is given to initiatives that align with the built or rural environments; promoting Science, Technology, Engineering, and Mathematics (STEM) among children and young people; tackling homelessness; or improving access to sport to support physical and mental wellbeing.

The Community Impact Fund is not intended for sponsorship or marketing activities. Sponsorship is instead supported through our Community Pot, which provides smaller contributions for local sponsorships, such as community projects or sports teams.

> *"Trusted, concise, quality advice and recommendations. Strong negotiator and great to work with. They are responsive, good communicators and always have Kadans best interests at heart."*
>
> **Oli Appleyard**
> UK Leasing Manager, Kadans Science Partner

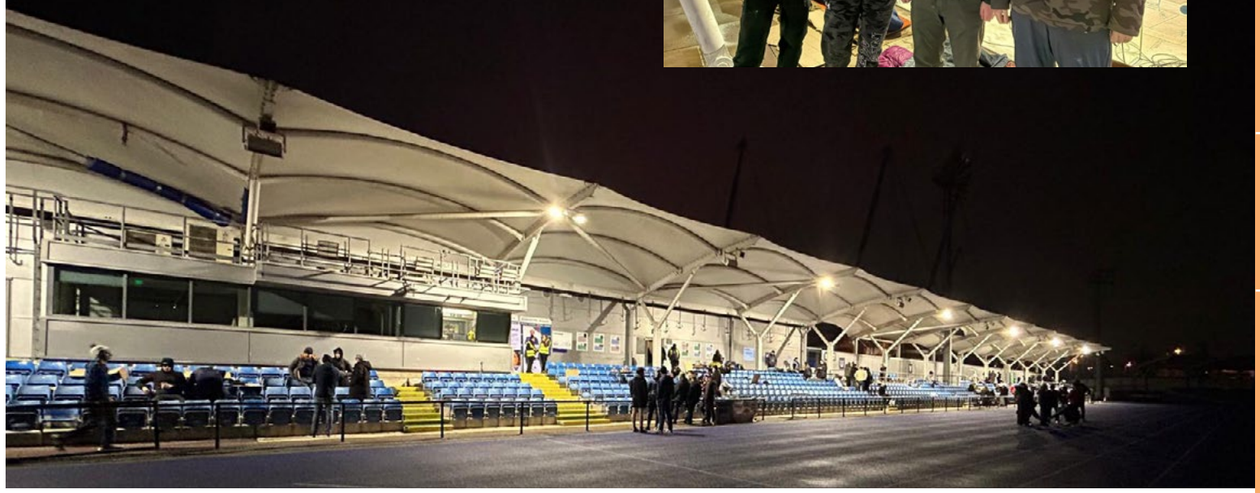
LandAid SleepOut

This year we became a Partner of LandAid, a charity that works with the property industry to end youth homelessness in the UK. With over 118,000 young people facing homelessness last year, LandAid is focussed on providing homes, jobs and skills for young people between 16-25 years who are at risk or experiencing homelessness, building their foundations to grow.

As part of our commitment, Bidwells joined more than 1,200 property professionals across the UK for the LandAid SleepOut, braving the elements to raise awareness and funds. With teams participating in Manchester, Cambridge and Edinburgh, Sam Booth, Alistair San, Eve Holder, Ben Hayek, James Burke, Gary James and Tim Barratt raised a combined £3,636 that will go directly towards projects supporting young people experiencing or at risk of homelessness across the UK.







Real Estate Balance

Bidwells hosted the event 'Cambridge's Real Estate Expansion: Balancing Growth with Community Inclusion', with Real Estate Balance. During this event we explored how Cambridge's ongoing expansion will align with housing affordability, social mobility, community development and financial viability.

The evening opened with a research presentation by Bidwells' Research Director, Sue Foxley, followed by a collaborative panel including Bidwells' Senior Partner, Nick Pettit, alongside Mark Addley from PwC, Liz Peace from Real Estate Balance and Steve Thompson from Form the Future CIC.

Nick highlighted the opportunities for Cambridge to strengthen its approach to social mobility, alongside addressing challenges around transport, unevenness in local government, and the city's pockets of severe social deprivation. He encouraged greater collaboration between real estate businesses and education providers to help open pathways for local talent.

Inspire 2 Ignite

Bidwells choose to actively participate in several community projects. From outreach programmes for state-funded schools to providing work experience to individuals who come from a background of under-employment, we focus our efforts on those who are most at risk of ending up not in employment, education or training (NEET).

An example of this is our ongoing partnership with Inspire 2 Ignite. Targeting a diverse cohort of young people, including those who are NEET, at risk of becoming NEET, care-experienced individuals and high-performing students, the initiative aims to create inclusive pathways into professional careers.

Participants engage in practical challenges, develop key employability skills and deepen their understanding of the property and business sectors. The experience, taking place over three days, has been co-designed by Inspire 2 Ignite and Bidwells to ensure it delivers an experience that provides young people with authentic insight into the world of work.

Focused on building essential skills, expanding career awareness and developing confidence, the programme offers participants a unique opportunity to engage directly with industry professionals and experience the working environment first-hand.

Each year, Bidwells continues its partnership with Inspire 2 Ignite to deliver a meaningful, high-impact work experience programme for young people aged 17–24. The initiative focused on supporting individuals who face barriers to employment, education or training, with 10 out of 12 participants in 2025 not currently in education or employment.

Last year's programme had a profound impact, with participants reflecting on both their professional development and personal growth.

Participants reported strong, positive changes in clarity, confidence and belief in their ability to achieve future goals.

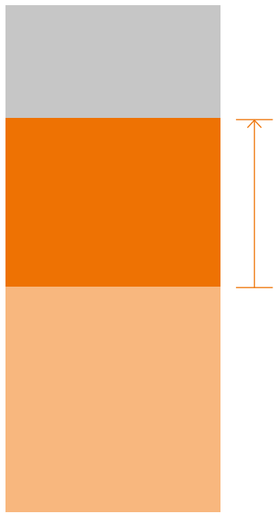
Clarity about future aspirations increased from 33.3% to

88.9%



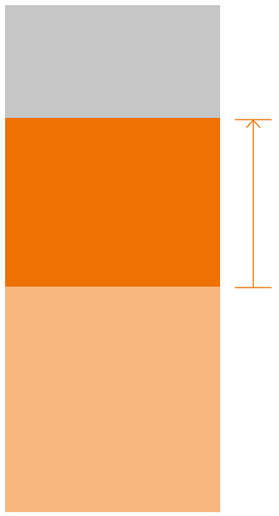
Confidence entering the world of work rose from 44.4% to

77.8%



Belief in ability to achieve goals grew from 44.4% to

77.8%



Who We Reached

12

Young people from Cambridge and surrounding areas

83%

(10 out of 12) were not in education, employment, or training

Consistent attendance across the three-day programme

Programme Highlights

- Bidwells' rural client visit to Waresley Park Estate – Learning about all things diversification and what it takes to be a Rural Surveyor
- TikTok and showreel creation with our residential team – Acting as estate agents on a new Build to Rent development in Eddington with Present Made
- AI session with our Head of AI, Ben Lee – Learning the best.the best ways to utilise AI
- Leadership talk with our Senior Partner, Nick Pettit – A Q&A session learning about different routes into the sector
- Networking and lunch sessions

Overall Impact

The 2025 programme delivered strong co-benefits: supporting young people in developing confidence and clarity while strengthening Bidwells' connection with the community. The collaboration with Inspire 2 Ignite continues to create meaningful pathways into employment and personal development.







Participant Reflections

"It made me feel safe to be myself.

I'd recommend this to anyone – say yes to everything.

It's amazing to have this experience on my doorstep. I never knew about Bidwells before.

My faith in the property sector has been restored!

Sustainability is the company's motto and I feel that way about my future now."

Pro Bono work for Ronald McDonald House Charities UK

Having a child in hospital is unimaginable for families and something no family ever expects or feels prepared for. The best medical care for children is not always close to home, meaning families often have to travel long distances just to be with their child in hospital. Ronald McDonald House Charities UK helps ease this burden by providing free 'home away from home' accommodation at one of their 14 Houses across the UK. These Houses offer families a warm, welcoming place to stay just moments away from their child's hospital ward, so they can focus on what matters most – being together.

In 2025, Bidwells saw first-hand the incredible support provided by Ronald McDonald House Charities UK during tours of three of their London Houses. Drawing on our deep understanding of managing and optimising the sustainability performance of property portfolios, our sustainability team was delighted to support the charity on a pro bono basis in developing their first ESG Strategy. Working closely with their internal teams, we identified the most material environmental, social and governance priorities and helped shape a clear, structured strategy. This enables the charity to effectively communicate its areas of focus, track progress to date, and set out meaningful plans for the future, both internally and to external stakeholders.

As a gesture of thanks, Ronald McDonald House Charities UK has named a room in the Evelina London House after Bidwells, recognising the partnership and shared commitment to supporting families during some of their most challenging times.

95,000+

Families have stayed in a Ronald McDonald House across the UK since they opened their first House in 1989

70p

From every pound donated is spent on running and developing Houses

14

RMHCUK operate from 14 NHS hospitals with more developments planned for the future













RE N-GAGE

RE N-GAGE is a charity that uses the values of sport and mentoring to build life skills within a safe and supportive environment for 'at risk' young people, helping them to identify and achieve their goals and ambitions, and re-engage back into education and or society.

Our Environment Society Economy (ESE) team has been delighted to work on a pro bono basis with RE N-GAGE to help the charity to capture and present the contribution it makes to society.

Attempting to value the economic and social contribution of a complex organisation like RE N-GAGE is far from straightforward. We developed a bespoke approach to the assessment, recognising that this is not an exact science whilst laying out our assumptions and sources as transparently as possible.

Throughout our analysis, we made prudent assumptions to ensure that we were not overstating benefits or cost savings. Even so, some of the benefits we identified are very significant indeed, particularly the societal cost savings arising from the work of RE N-GAGE.

Using conventional means, we estimated that the combined economic and social value of RE N-GAGE's activities is £708,400 per year. For every £1 spent by RE N-GAGE during 2024/25, the charity generated a combined economic and social value of £2.00.

Using a bespoke approach, we estimate that the STRIDE and Stay N-GAGED programme, conservatively, saves the public purse approximately £1.6 million per year. For every £1 spent by RE N-GAGE during 2024/25, the charity generated a saving to the public purse of £4.52.

Our assessment reveals just how important the work of RE N-GAGE is, both to the young people who come through the programme and to society more generally.

We estimate that the STRIDE and Stay N-GAGED programme, conservatively, saves the public purse approximately £1.6 million per year

£1.6m

As part of our assessment, we held some in person conversations with recent participants of the RE N-GAGE programme. These conversations revealed the true value of RE N-GAGE's work and were inspirational for the ESE team members involved.

> *We have been running our RE N-GAGE programmes successfully now for five years and have changed the lives of more than 360 young people. We have always known that the young people who attend our programmes gain significant benefits and go on to play fulfilling roles in adult life. However, we have never had an objective external assessment of the value we create and the potential benefits which we generate for the economy and wider society.*
>
> *Therefore, in scoping this work with Bidwells, we asked them to test some of the assumptions we have made and to challenge our claims about the benefits our work brings.*
>
> *We are delighted with the findings contained in the report, which we believe makes a significant contribution to the discussion about the impact of school exclusion and the risks and pitfalls that this path provides for young people.*
>
> *The overwhelming conclusion that we should be investing in at-risk young people to change their trajectory from potential criminality, susceptibility to gang membership and unemployment and redirecting them back into the education system so that they can make a positive contribution to society may seem obvious, but being able to quantify the financial benefit is a huge step forward.*
>
> *On behalf of the Trustees and the whole RE N-GAGE team, I would like to thank Mark Teasdale and the Bidwells team for all their hard work in producing a first-class report.*
>
> **Roger Roberts**
> RE N-GAGE Trustee Chairman

It Takes a City (ITAC)

In 2025, Bidwells significantly strengthened its partnership with It Takes a City (ITAC), moving beyond ad hoc volunteering to a more collaborative, relationship-led model focused on tackling homelessness in Cambridge.

The partnership has evolved through regular engagement with ITAC's leadership team, including participation in joint working discussions, volunteering planning sessions, and community events. This has helped align Bidwells' people, skills and volunteering capacity with ITAC's most pressing needs, ensuring support is targeted where it can create the greatest impact.

Bidwells' colleagues have supported ITAC through a range of initiatives including practical volunteering activities, participation in community campaigns such as the Giving Tree, and skills-based support including pro bono input to digital projects. These activities complement Bidwells' wider volunteering programme, which provides all employees with two paid volunteering days each year to support causes in their local communities.

The relationship is intentionally two-way. ITAC has engaged with Bidwells to raise awareness of homelessness in Cambridge, share insight into local challenges, and explore how businesses can play a meaningful role in long-term solutions. This collaborative approach has helped embed social value more deeply into Bidwells' culture, rather than treating community engagement as a one-off activity.

Bidwells continues to work closely with ITAC to identify future opportunities, including expanded volunteering, staff engagement sessions, and deeper involvement in projects supporting people moving from street homelessness into safe accommodation.

Impact highlights

- Stronger, ongoing collaboration with a local homelessness charity
- Practical and skills-based volunteering from Bidwells' colleagues
- Increased staff engagement with local community issues
- A partnership focused on long-term, sustainable social impact

Wrap Up London

In October 2025, the London office Project Management team volunteered for Wrap Up in London, a charity that collects, sorts and donates coats to charities across the country to provide warmth to the homeless and vulnerable. Our colleagues were busy preparing shipping bags to be sent to all different locations (Youngs pubs, village halls, community centres, restaurants etc) for people to donate coats and send back to the charity to give to homeless people in time for Christmas.





Broads Authority

Karen Long and Sarah Hornbrook from Planning; Anna Groom, Will Jones, Cheryl Elliot, and Chris Squirrell from Commercial; and Barhav Said and Jason Menezes from Built Environment in our Norwich office helped the Broads Authority Action Team last November.

The Broads Authority works to conserve and enhance the natural beauty, wildlife and cultural heritage of the Broads National Park. Our Norwich colleagues contributed to these efforts by clearing trees to help create and restore natural habitats for vulnerable species, helping the Broads flourish for the future.

Thames Valley Air Ambulance (TVAA) Cycling Sportive Event

TVAA is a charity dedicated to giving people across Berkshire, Buckinghamshire and Oxfordshire the best chance of surviving and recovering from an emergency. It delivers hospital-level critical care directly to patients, by land and air, bringing critical care at the scene when it matters most.

Two of our colleagues, Julie Hall and Dawn Evans from the Rural and Planning teams, supported the Cycle Sportive pre-event preparations at the TVAA offices, including arranging signage, stuffing delegate bags, and assisting with general organisation. Jack Endley, Rob Friend, and Dan Robarts from our Commercial Building Surveying team then supported the on-site course preparation at RAF Horton.

"I was just driving home from the office thinking how grateful I am for our link to you all at Bidwells. And that you, Liz, reached out to us last year. We've had another great volunteering day with a Bidwells' team supporting us – again it's been a genuine pleasure to welcome truly lovely people to the Thames Valley Air Ambulance team. I don't know who is doing your recruiting – but my goodness they're doing a cracking job; you've some genuinely kind, caring and committed people!"

Laura Sanchez
Volunteer Manager, TVAA



TVAA National Aftercare Conference

Liz Short, Liz Pendleton, and Francesca Holder from our Oxford Project Management and Surveying team supported pre-event preparations at the TVAA offices the day ahead of this major conference. Their contributions included registration, meeting room set-up, and some impressively creative, impromptu floral arrangements, meeting a brief to be both 'structured' and 'thought-provoking', using just three bouquets and foliage sourced from the car park!

"Just wanted to let you know that the conference went really well and was due to you and the volunteers helping. So, thank you so much. Your support the day before really did reduce the stress for them"

Laura Sanchez
Volunteer Manager, TVAA

Tom's Trust – London Charity Walk

Bidwells London office completed the Royal Parks Half Marathon walk in support of Tom's Trust, the UK's leading charity dedicated to providing psychological support for children with brain tumours and their families. On World Mental Health Day (Friday 10th October), over 20 team members took on the 13.1-mile challenge through Green Park, St James's Park, Hyde Park and Kensington Gardens – raising over £2,000 for Tom's Trust.

"We really value the support of Bidwells, London and are so grateful for your ongoing support. Taking on challenges and fundraising for Tom's Trust means that more children with brain tumours and their families will be able to access the clinical psychology support that we offer and that means they will have a brighter future. Thank you!"

Kirsty Keegan
Head of Fundraising & Communications, Tom's Trust





Cambridge City Foodbank

Three of our Compliance team spent one of their volunteering days supporting the Cambridge Foodbank's Winter appeal, distributing leaflets across areas in Cambridge and we're proud to say we managed to deliver 900 in total, reaching an estimated 2,250 people. Afjol Uddin, Tofael Hussain and Amanda Murphy were out on foot for around 5.5 hours, and each one of them ended up doing more than 22,000 steps along the way!

"Once again, a huge thank you. Our team is so touched by what you've helped achieve – it will make a real, lasting difference to the lives of people across our community this winter."

Amaya Dellar-Moy
Development Officer (Fundraising), Cambridge City Foodbank

Restore

Restore has been supporting individuals across Oxfordshire since 1977. People are supported towards their own mental health recovery goals, such as rebuilding confidence and skills, often moving-on to employment, volunteering or training. Members can attend recovery groups weekly for up to two years and receive one-to-one coaching. Restore is also home to Oxfordshire Recovery College for courses that support recovery, and Restore provides workplace mental health training.

11 colleagues from our Oxford Project Management team (Charles Sanders, Jacob Godfrey, Damini Patel, Ethan Drewitt, Karl Pykerman, Umar Bin Imad, Liz Short, Charles Uezzell, Lisa Smith, Fiona Parry, Liz Pendleton) dodged the rain and got their gloves on to help out gardening at Didcot, strimming, painting, digging trenches and beds, walnut shell smashing, washing potatoes, and tidying sheds in support of Restore.

"They were a great team of enthusiastic, motivated and engaged folk and so they were a great help! All very friendly too and really powered through the many jobs we listed. In fact, just in time too as the rain then came down hard! So please pass on our heartfelt thanks."

Eleanor Sayer
Recovery Co-ordinator, Restore





The Felix Project

The London Planning team spent a day volunteering with The Felix Project, London's largest food redistribution charity. We helped sort surplus food in the morning before delivering it to a range of community groups in the afternoon – it was a rewarding experience to play a small part in their impressive operation, fighting food waste and tackling food poverty across London.



Cambridge Town and Gown 10k

2025's Cambridge Town and Gown was bigger than ever with 30 adults, 10 children, and this year, 10 client runners taking part!

Rural Mega Relay Challenge

Our Rural Department took on the first-ever Bidwells Rural Mega Relay: A 144km route from our Oxford Office to Bidwell House, Cambridge... completed in just one day, raising £7279.

Volunteering in Zimbabwe

Each year, Jo Wheatley, our Regulatory Compliance & Governance Manager, uses one of her volunteering days to support Chidobe Primary School and the wider community, bringing essential items such as clothing, shoes, funds, printer cartridges and first aid equipment to this rural area in Zimbabwe.

While the school receives only limited government support, relying largely on community and external contributions, these efforts help ensure that pupils and teachers have access to the basic resources they need. Through ongoing support and generosity, small contributions continue to make a meaningful and lasting difference to the school and its wider community.





The Golden Triangle Challenge with Muscular Dystrophy UK

The Golden Triangle Challenge is our new, year-long fundraising campaign in support of Muscular Dystrophy UK (MDUK) our corporate charity. This campaign brings together our colleagues, clients, and communities through a shared purpose: to raise money, build awareness, and make a difference to the lives of over 110,000 people living with muscle-wasting conditions.

It's anchored by three major events across our Oxford, Cambridge, and London locations and is a firmwide effort, with opportunities for everyone to be involved. However, the challenge also encourages Bidwells' internal teams to come up with their own fundraising initiatives throughout the year to raise money for MDUK. This leads onto the Rural Mega Relay Challenge.

We launched the campaign with a goal of raising £10,000 by June 2026, and already by February 2026, we have raised £12,620!

Our Supply Chain Partners

In 2025, Bidwells continued to integrate sustainability into procurement by embedding environmental, social and governance considerations into live sourcing decisions, supplier assurance and onboarding processes, ensuring responsible procurement is applied consistently across the supply chain.

A key focus has been strengthening contractor and supplier due diligence. Bidwells has renewed its use of SafeContractor as a preferred route for contractor assurance, supporting a consistent, risk based assessment of health, safety and sustainability standards across higher risk services. This approach reduces duplication of checks, provides independent verification, and gives greater confidence in the suppliers and contractors appointed by the business.

Recognising that not all suppliers can be onboarded through third-party accreditation, our procurement team has undertaken a comprehensive review of our Invitation to Tender (ITT) and Pre-Qualification Questionnaires (PQQs), with updated versions to be rolled out across Bidwells in 2026.

Drawing on the Common Assessment Standard, these have been strengthened to improve the robustness of manual supplier onboarding. Enhancements include more rigorous checks on health and safety competence, modern slavery, ethical labour practices and governance, alongside clearer expectations on how suppliers manage environmental impacts and embed sustainability within their operations. The updated PQQs will ensure a consistent and proportionate approach to due diligence, regardless of supplier size or route to market.

We have also formalised our expectations through a Supplier Code of Conduct, setting out our commitment to ethical practices, legal compliance and sustainability. This applies to all suppliers, vendors, contractors and sub-contractors providing goods, services or labour to Bidwells, whether directly or indirectly.

Procurement activity has also directly supported environmental objectives. The transition of core offices to 100% renewable electricity via Ecotricity demonstrates how purchasing decisions are reducing operational emissions while improving transparency and energy monitoring.

Through supplier relationship management and consolidation, sustainability requirements are increasingly embedded across key service areas, improving accountability and performance monitoring. Combined, these actions demonstrate how Bidwells is using procurement as a practical lever to deliver safer, more responsible and more sustainable outcomes across its operations.

> *The industry has evolved rapidly, particularly in life sciences and innovation real estate, and Bidwells has consistently shown its ability to adapt, anticipate change, and align with the future we are actively working toward. Its forward-thinking approach means we are always looking ahead together, not simply managing the present.*
>
> **Alex Kumih-Ansuh**
> Senior Property Manager (Europe), Breakthrough Properties



Moving to Ecotricity – Simplifying Energy Procurement While Accelerating Decarbonisation

In 2025, Bidwells began transitioning its UK office portfolio to 100% renewable electricity through Ecotricity, supporting the firm's wider net zero and ESG ambitions while simplifying how energy is procured and monitored across the business.

Rather than managing multiple suppliers and inconsistent data sets across offices, Bidwells adopted a more centralised and streamlined approach to energy procurement. Working alongside its energy broker, this move enabled improved visibility of energy usage across offices through a single monitoring portal, strengthening oversight and supporting more informed decision making around consumption and efficiency.

Crucially, Ecotricity's model goes beyond conventional 'green tariffs'. Customer bill payments are reinvested directly into the development of new renewable energy infrastructure in the UK, helping to increase national renewable capacity rather than relying solely on certificates or offsets. This approach aligns strongly with best practice guidance around 'deep green' tariffs and supports Bidwells' commitment to meaningful environmental impact.

While not all offices were able to transition simultaneously due to site specific constraints, the phased rollout ensured continuity of supply while maintaining momentum towards a fully renewable electricity portfolio. By early 2026, key offices, including Bidwell House in Cambridge, have successfully commenced supply under the new arrangement.

Impact highlights

- Improved energy monitoring and data transparency
- Centralised electricity procurement across offices
- 100% renewable electricity supply via a 'deep green' tariff
- Direct reinvestment into UK renewable capacity

Our Clients

At Bidwells, being a purpose-led business means actively seeking opportunities to innovate and working in close partnership with our clients to deliver a more sustainable, inclusive and resilient future. Many of our core services directly contribute to projects with positive environmental and social impact, particularly across our Built Environment, Planning, Property & Estates Management, Land & Development, and Energy & Climate departments.

Our multi-disciplinary approach enables us to support clients across the full lifecycle of land and property, from strategic planning and development through to asset optimisation and long-term management. By combining deep sector expertise with market insight, we help unlock the potential of both built and natural assets, delivering solutions that support sustainable growth, strengthen communities and respond to evolving environmental and societal challenges.

Embedding sustainability across everything we do is fundamental. Our people are supported through structured sustainability-focused CPD via our micro-learning platform, Stickerbook, alongside a programme of regular 'lunch and learn' sessions throughout the year, covering key and emerging sustainability topics. This ensures our teams remain informed, capable and equipped to deliver meaningful impact for our clients and the communities we serve.

BIDWELLS
Investment Management

Bidwells Investment Management (BIM)

This year Bidwells launched Bidwells Investment Management (BIM) LLP, a specialist investment adviser providing regulated advice on real estate strategies for professional investors across our markets of expertise: science & technology, industrial & logistics, sustainability & natural capital, and modern living.

BIM is backed by the strength and depth of Bidwells' multi-disciplinary consultancy teams. This means that, with a pool of over 600 property experts to draw from, our broad range of property services gives a leading edge to investment decision-making.

BIM works to the same high standards and shared values that underpin Bidwells LLP's B Corp achievement, contributing to the Group's ongoing commitment to positive impact.

"Working at Bidwells gives me the opportunity to work alongside clients as true partners, helping them grow resilient portfolios while making thoughtful decisions about the environmental and social impact of their assets. Supporting clients on their sustainability journey isn't a bolt on; it's integral to how we manage risk, unlock value and futureproof investments. Being able to align strong financial outcomes with responsible stewardship is what makes working at Bidwells both rewarding and purposeful. It allows us to truly innovate and at the same time, feel proud to have an impact on the built environment around us."

Robert Leadbetter
Partner, Investment and Property Management





Pioneering the Path to a Green Future

Our Energy & Renewables team is supporting clients to navigate the transition to a low carbon future, delivering both sustainable outcomes and long-term value. This year, we strengthened our offer with the introduction of our Behind-the-Meter Renewables service line.

This enhanced capability brings a more sophisticated and integrated approach to delivering behind-the-meter energy solutions.

Bidwells deploys a powerful, real estate and investment-focused analysis methodology, alongside a structured pipeline for both portfolio and individual asset delivery. This enables us to fully capture the real estate and investment complexities behind the effective deployment of these solutions for revenue-generating purposes, and unlocks meaningful decarbonisation opportunities.

Our approach is designed to support a wide range of assets, from individual buildings to complex portfolios, and is particularly relevant for major commercial, industrial and logistics clients, including those with long-income strategies such as pension funds and real estate investment trusts.

Through this service, we are helping clients take a more strategic, scalable and investment-ready approach to behind-the-meter renewable energy, accelerating progress towards net zero while enhancing asset performance.

"As an innovative and forward-thinking firm, Bidwells represents the ideal platform for me to deliver and implement behind-the-meter renewable energy solutions on assets our clients own or occupy, in a way that makes commercial sense and that is in line with their financial targets and climate objectives. Behind-the-meter renewables is one of the most immediate and commercially compelling opportunities available to property owners and occupiers today. However, they need to be addressed correctly from a commercial, financial and technical perspective. The derisking of investment in behind-the-meter renewable energy systems is my expertise, and it is what I am excited to be able to offer to our clients via Bidwells' powerful platform.

I've dedicated my professional life to renewables and their effective and strategic deployment, and being part of a firm that embraces sustainability and innovation, recognising them as pathways to the creation of additional value for our clients, is incredibly motivating and refreshing. I'm excited to be joining Bidwells to build this new service line and help clients deliver projects that reduce emissions, strengthen energy resilience and generate measurable returns."

Edoardo Ruggeri
Associate, Energy & Renewables.
Joined 2025



Client satisfaction and feedback

Listening to our people, client's and the stakeholders we serve, continues to be fundamental to how we learn and improve as a business. We continue to measure client satisfaction through an annual relationships survey, as well as 'client care' discussions at key service intervals across our service proposition. Since beginning to gather feedback in 2019, our NPS has continually improved and sits in the 'upper quartile' (+70) of the real estate's NPS benchmark (+30). We appreciate that NPS scores can vary year-on-year and will strive to maintain excellent client recognition through great listening and proactive response to what clients tell us, living our BCorp commitments and ISO9001 professional standards.

* A NPS is a common metric used to measure customer loyalty and gauge how likely customers are to recommend a company's products or services to others

Energy on Clyde District Heat and Power Network, Glasgow

Gren is developing the energy on Clyde district heating and power network in Glasgow, a flagship low carbon infrastructure project designed to decarbonise heat supply for a mix of public sector bodies, housing associations and other businesses across the city.

The scheme is being developed in a constrained urban environment, with complex land ownership patterns, historic infrastructure, transport corridors and existing utilities all influencing route selection. Early, informed land and stakeholder engagement has therefore been critical to the project's success.

Bidwells is supporting Gren by advising on the routing of the heat network, undertaking detailed land referencing and leading engagement with private landowners affected by the proposed pipeline routes. Our role includes ongoing negotiation of servitudes and wayleaves, as well as advising on land acquisition for essential network infrastructure, including a proposed resilience energy centre.

By combining technical understanding with pragmatic landowner engagement, we are helping to de risk delivery, secure land rights efficiently, and maintain positive relationships with stakeholders throughout the process. This collaborative approach is enabling the project to progress to Gren's ambitious programme.

Once operational, Energy on Clyde will provide affordable, reliable, low carbon power, hot water and heat, helping customers move away from fossil fuels while supporting wider regeneration and decarbonisation objectives across the city.

It's in the numbers

3.2GW
Of onshore wind development

10GW
Of battery energy storage projects in progress

500+ha
Of client's land we are negotiating for electricity substation development

5GW
of solar projects advised on

34MW
Of hydro projects delivered



Restoring nature. Securing value

Our Natural Capital team identifies and delivers high-impact, climate-resilient nature-based solutions helping investors, landowners and developers unlock long-term value from natural assets.

It's in the numbers

>30
Habitat banks across England where we have facilitated their establishment

1,300+ha
Of peatland restoration we have managed, or consulted on

250k
Pending issuance units (PIUs) created via peatland restoration across Scotland & England

2,000+ha
Of mostly native woodland creation planted for delivery over the next 5-10 years

Lower Valley Farm habitat bank with Cambridgeshire County Council

Working in partnership with Cambridgeshire County Council, Bidwells identified an optimal location for a landscape-scale Biodiversity Net Gain (BNG) initiative at Lower Valley Farm in South Cambridgeshire. The site is strategically positioned within the Cambridge Nature Network, adjacent to the Roman Road SSSI, and acts as an important stepping stone to surrounding designated sites, including the Gog Magog Golf Course SSSI.

We are delivering strategic habitat creation across this c. 140 ha site, designed to maximise environmental outcomes while ensuring cost-effective, long-term management and sustainability. In addition to biodiversity gains, the scheme contributes to a range of wider ecosystem services, including enhanced community access to nature, improved amenity value, better air and water quality, natural flood attenuation, and carbon sequestration.

Since establishing the Lower Valley Farm habitat bank, we have overseen the delivery and ongoing management of habitats across the site. This has included the reversion of 70 ha of arable land to species-rich chalk grassland, now managed through conservation grazing, alongside the creation of new woodland, scrub, and hedgerow planting.

The scheme is creating and enhancing high-quality biodiverse habitats comprising:

High distinctiveness
Species-rich native hedgerows with trees

Medium distinctiveness
Other neutral grassland
Mixed scrub
Other woodland: broadleaved

80+

Biodiversity units have been allocated to developments to ensure they achieve at least 10% BNG



Braxted Park Estate, Essex

Following a review of the rural land at Braxted Park Estate, Essex, 70 hectares of predominantly arable land were identified as optimal for a BNG scheme. Bidwells developed a nature-led strategy focused on habitat creation and enhancement, allowing nature to take the lead with minimal human intervention.

This approach is now being brought to life through the delivery of a BNG scheme that will establish a mosaic of native broadleaved woodland, species-rich grassland, hedgerows and scrub.

Strategically located across three local planning authority areas, the site provides a valuable resource for developments in Colchester, Braintree and Maldon. This enables biodiversity units to be sold across these areas without impacting the spatial risk factor within the Biodiversity Metric.

Our work has not only enabled the delivery of the BNG scheme but also informed a wider environmental strategy for the Estate, ensuring initiatives are coordinated, connected and maximise long-term environmental outcomes. We continue to support Braxted Park Estate in delivering the scheme and advancing its broader environmental ambitions.



Restoring ecosystems across working landscapes – Coulshill and Foswell

Bidwells is delivering a portfolio-scale programme of biodiversity enhancement across more than 10,000 hectares of commercial forestry in Scotland.

Informed by independent ecological assessments undertaken in 2024/25, we have designed and begun implementing a targeted programme of improvements to boost biodiversity and strengthen ecosystem resilience. We are leading the project end-to-end on behalf of our client, from initial design through to delivery and long-term monitoring, guided by a shared ambition to ensure commercial forestry creates lasting value for nature, people and place.

Coulshill and Foswell, two woodland creation sites in central Scotland, are among the first to benefit from this programme. Both former agricultural holdings, decades of grazing pressure have simplified vegetation structure and reduced ecological diversity.

Targeted works commenced in March 2026, including hydroseeding along forest roads using a mix of grasses and wildflowers. As these areas establish, they will form a continuous 3.6 km pollinator corridor – enhancing insect activity, improving soil conditions and increasing amenity value. This approach demonstrates how conventional forestry operations, such as road construction, can be leveraged to deliver wider ecosystem benefits.

Further works planned for 2026 include restoring degraded groundwater habitats to support upland waders, creating and enhancing ponds for amphibians and invertebrates, installing raptor nesting boxes, introducing vegetation scrapes to diversify habitats, and improving core path networks to encourage public access.

Together, Coulshill and Foswell exemplify our approach: restoring ecological function, enhancing biodiversity at scale, and delivering long-term environmental, social and landscape value. They represent early milestones in a wider programme committed to achieving meaningful, measurable improvements across our forestry portfolio.



> *I joined Bidwells because of the company's B Corp status and strong commitments to having responsible and sustainable business practices. Since joining in 2025, I have found the culture to be highly supportive and collaborative, with colleagues across all teams readily offering their time and knowledge. The forestry role is varied and engaging, allowing me to continually build my skills and take on new challenges.*

Eve Holder
Graduate Forestry Consultant, Forestry, Perth. Joined 2025







From policy to practical deliver – turning BNG from obligation into opportunity

Appointed by the Investment Property Forum, Bidwells led the research for the report *Biodiversity Net Gain Regulations: Opportunities and Challenges* (January 2026), bringing together expertise from across our rural, planning and research teams. The report explores the implications of mandatory Biodiversity Net Gain (BNG), introduced under the Environment Act 2021, which requires most developments in England to deliver a minimum 10% uplift in biodiversity. Drawing on industry data and stakeholder engagement, it sets out how BNG is reshaping the development landscape, moving beyond a compliance exercise to become a key consideration in investment strategy, ESG performance and long-term asset value.

The research highlights both the practicalities and opportunities of BNG delivery, from integrating biodiversity at the earliest stages of site design through to navigating on- and off-site solutions and emerging biodiversity unit markets. It also demonstrates that while costs are typically modest relative to overall development value, BNG can unlock wider environmental, social and commercial benefits when approached strategically. The direction of travel is clear: nature is becoming a core part of value, not a constraint on it.

The UK Net Zero Carbon Standard Pilot Phase

Bidwells' teams worked on several projects that participated in the pilot phase of the UK Net Zero Carbon Building Standard (UKNZCBS). These included Building 334, an office refurbishment at Cambridge Science Park submitted on behalf of Trinity College Cambridge, and the first refurbishment in Cambridgeshire to achieve a 5.5-star NABERS Design for Performance target rating. The pilot phase provided an opportunity for the industry to submit performance data across a range of asset types, helping to test and refine proposed benchmarks for both operational and embodied carbon.

By contributing real project data, Bidwells is supporting the development of a robust, evidence-based standard that will help shape the future of net zero carbon buildings across the UK.

We will continue to advocate for projects to meet the UKNZCBS performance standards as part of our wider commitment to embedding best practice in low carbon design, improving performance transparency, and helping clients align their assets with emerging regulatory and market expectations.



"

Since joining Bidwells in April 2025, I've been empowered to support the growth of our sustainability service line through targeted upskilling, strong cross business collaboration, and the development of a well connected internal network. Bidwells' established relationships and deliberate creation of opportunities have strengthened our capabilities to meet increasing client demand for sustainability and deliver industry leading projects.

As a B Corp, our clients recognise the way we prioritise our values in the work we deliver, and the positive impact we seek to create across the industry through collaboration across the built environment. This is evident in our collaborative work with the Property Management team to support the delivery of their sustainability KPIs for Trinity College Cambridge, which has drawn on our expertise and strengthened our relationship with the client.

With the aim of delivering resilient, value-driven outcomes, we are also working closely with the Built Environment department to deliver sustainability certifications and operational guides for Real Estate Management Limited, reinforcing how our network and expertise translates into meaningful results where sustainability truly matters.

"

Lara Cagalyan
Senior Sustainability Consultant, Sustainability Team. Joined 2025



From retail relic to regenerative landmark: 1–12 Magdalen Street, Oxford



The collapse of Debenhams in 2019 left a legacy of large vacant department stores across town centres, symbols of a retail model that no longer serves today's needs. 1–12 Magdalen Street, Oxford is an opportunity to transform one such void into a landmark development for a more resilient, regenerative future.

Positioned at one of the city's most important junctions connecting academia, culture, commerce and sustainable transport, the site is uniquely placed to become a living bridge between world leading research and the everyday life of the city and its communities.

The project represents the first collaboration between The Crown Estate, Pioneer Group and Oxford Science Enterprises. At its heart is a commitment to reuse rather than replace. Retaining and repurposing the existing building delivers an embodied carbon saving equivalent to more than 8,000 flights from London to New York, demonstrating the powerful climate impact of thoughtful adaptation.

Going beyond policy requirements, the partnership has applied The Crown Estate's leading Development Sustainability Principles, embedding sustainability at every scale from resource efficiency and climate resilience to nature recovery, inclusive design, sustainable travel and long-term social value.

A retrofit to the building fabric will dramatically reduce energy demand, while air source heat pumps will supply heating and hot water, cutting operational carbon emissions by almost 60%. Together, these interventions reposition the building as a fit-for-purpose low carbon asset, aligned with Oxford's global leadership in research, innovation and environmental stewardship.

More than a development, Magdalen Street becomes a statement of intent: that the future of our cities lies not necessarily in demolition, but in unlocking the latent potential of existing buildings to support human and planetary health for generations to come.

Bidwells' award-winning Planning department provided comprehensive town planning advice, utilising our in-house heritage, townscape and social value specialisms to carefully articulate a planning narrative centred on overwhelming public benefit.

Shaping the transition to sustainable real assets

We continue to grow our sustainability services, working with investors, developers and landowners, and collaborating across our business. Our work spans from developing investment tools that support decision-making and enable the efficient deployment of capital into asset transition at fund level, to advising on the sustainable delivery of large-scale masterplans that place people and nature at their core.

As we look ahead, we see significant opportunity to expand this work further, building on strong momentum and deepening the role sustainability plays across the projects and places we help to shape.

"

Working with Bidwells has been a thoroughly collaborative experience. Their team brought clarity, technical rigour and a genuine commitment to raising sustainability standards. Our collaboration has already strengthened decision making across one of our funds, and we look forward to building on this strong foundation together.

"

Brett Ormrod
Head of Sustainability, Europe, LaSalle investment Management

From Coast to Countryside

Our longstanding partnership with Crown Estate Scotland (CES) has grown significantly in 2026, expanding from managing their coastal interests to now include their four Rural Estates at Glenlivet, Fochabers, Whitehill and Applegirth. This milestone reflects deep trust, shared purpose, and the strength of a relationship built on more than two decades of collaborative stewardship.

It marks a natural evolution for both organisations – one rooted in responsible land management, community benefit, and a shared commitment to delivering long-term value for Scotland's people, places and natural environment.

For over 20 years, we have supported CES in managing its coastal estate comprising around 9,000km of foreshore and virtually all of the seabed out to 12 nautical miles. This includes managing a portfolio of more than 2,500 tenancy agreements across ports, harbours, marinas, moorings and community facilities, where we act as CES's representative on the ground, delivering all day-to-day landlord duties, spatial management, stakeholder engagement, and a fully outsourced rent accounting service. Our coastal team brings an exceptional blend of specialist property and maritime expertise, and deep local knowledge, ensuring trusted advice cognisant of community needs and local circumstances.

Performance across the coastal mandate has remained consistently strong. In 2024/25 alone, we completed 91 new agreements and 51 rent reviews, supported major port and infrastructure developments, delivered more than 240 tenant and stakeholder engagements, and facilitated community led initiatives such as the establishment of a new community Mooring Associations on the island of Coll.

The award of the Rural Portfolio in 2026 following a full public procurement exercise builds on this proven track record. Covering over 35,000 hectares across Glenlivet, Fochabers, Applegirth, Whitehill, and the development land at Montrose, the rural mandate spans agricultural holdings, residential properties, sporting rights and community assets. CES's 2026-2031 Corporate Plan places sustainable economic growth, nature recovery, a just transition, and community benefit at its core – priorities which align with our own B Corp purpose, mission and values. This reflects a shared commitment to responsible stewardship and a holistic approach to land use, from biodiversity enhancement and peatland restoration to tenant-focused agricultural support and sustainable property maintenance.

As B Corp certified advisers, we bring a purpose driven mindset to this work: transparency in decision-making, a commitment to social value, and a belief that property expertise can and should be a force for good. The expanded partnership with CES exemplifies this philosophy and demonstrates how collaborative and community centred land management can deliver long-term environmental, social and economic value for Scotland and its people.

Together, from coast to countryside, we are helping shape a more sustainable future for the Scottish Crown Estate.



> *We are very pleased to strengthen our already strong relationship with Bidwells in order to help Crown Estate Scotland continue its commitment to providing a high level of service to all our tenants and customers. This new contract with Bidwells is an important vehicle in the delivery of our Corporate Plan and meeting our commitments to tenants on our four rural estates, as the largest single Landlord of tenant farmers in Scotland. We look forward to working with Bidwells on this contract over the next few years.*
>
> **Oster Milambo**
> Director of Property for Crown Estate Scotland

9,000km
Of foreshore and virtually all of Scotland's territorial seabed managed under the coastal mandate

2,500+
Coastal tenancy agreements under management

35k+ha
Rural Estate now included in the expanded 2026 mandate

Our Climate Impact

In August 2025, Bidwells achieved 'Planet Mark Certified – Business', based on our YE2024 data. This marked an important milestone in our sustainability journey and reflected the progress made in measuring, understanding and managing our carbon emissions across the business.

Total reported greenhouse gas emissions increased by 5% in 2025, rising from 324.3 tCO_2e to 339.9 tCO_2e on a like-for-like basis, excluding homeworking emissions quantified for the first time in 2025. Including 78.9 tCO_2e of homeworking emissions, the expanded 2025 footprint was 418.8 tCO_2e. However, like-for-like emissions remain 17% below the 2019 baseline, demonstrating continued long-term progress in reducing the organisation's carbon footprint despite changes in operational activity, reporting completeness and estate configuration.

The increase in 2025 emissions was primarily driven by higher electricity consumption and improved completeness of gas consumption reporting, rather than solely increased operational inefficiency.

Scope 2 electricity emissions increased by 26% year-on-year, from 118.0 tCO_2e to 148.4 tCO_2e. A significant contributor to this increase was relocation from Seacourt Tower to Eaton House in Oxford. Electricity consumption at Eaton House was approximately 94% higher than at the previous office; however, this reflected several operational changes, including a 46% increase in floor area, a 14% increase in occupancy, and the installation of two dedicated EV charging points.

Electricity associated with EV charging is currently captured through the main office electricity meter and is estimated at approximately 24,000 kWh per year (c.24 MWh) based on charger usage data. This is estimated to account for approximately 42% of the reported increase in electricity consumption between the two offices, based on comparison against average electricity consumption at Seacourt Tower between 2022 and 2024 during full occupation. The EV charging infrastructure supports both company and personal vehicles used by occupiers. Unlike at the Cambridge office, where EV charging costs are recharged to employees, electricity consumption associated with EV charging at Eaton House is not currently separately recharged and therefore remains fully captured within reported Scope 2 electricity consumption.



Electricity consumption at our London office also increased significantly in 2025 compared with 2024. However, 2023 and 2024 consumption levels were materially lower than both 2022 and 2025 levels, suggesting that the 2025 figure may represent a return towards more typical operational occupancy and energy demand rather than a like-for-like deterioration in energy performance.

Scope 1 gas emissions increased by 51% year-on-year, from 23.7 tCO_2e to 35.9 tCO_2e. However, this increase was materially influenced by improved data completeness rather than solely increased energy demand. Gas consumption data for the Perth office was not previously available and had therefore been historically under-reported. Perth accounted for approximately 45,762 kWh of gas consumption in 2025, representing approximately 68% of the apparent year-on-year increase in reported gas consumption. This indicates that a significant proportion of the increase relates to improved reporting coverage rather than a like-for-like increase in estate gas consumption.

Despite the increase in total organisational emissions, fleet emissions performance improved in 2025. Company vehicle emissions reduced by 15%, decreasing from 56.3 tCO_2e to 47.7 tCO_2e.

> *Bidwells' B Corp commitment closely aligns with how we approach strategic land at the Church Commissioners – taking a long-term, responsible view of land, place and people. Their focus on strong governance, environmental standards and positive community outcomes supports our aim to bring forward sustainable development that delivers lasting value for the places we steward.*
>
> **Matthew Naylor**
> Team Head – Strategic Land, Investment, Church Commissioners for England

*Scope 1, Scope 2 and selected Scope 3 business travel emissions compared to our 2019 baseline

PlanetMark

~14%
Emissions reductions*

>52MWh
Clean electricity generated by the solar panels on our offices

40%
Reduction in distance travelled by diesel cars

34%
Increase in distance travelled by hybrid cars

The composition of fleet travel changed significantly during the year. Distance travelled by diesel vehicles reduced by 77%, reducing diesel's share of total fleet distance from 37% to 26%. Distance travelled by petrol and hybrid vehicles also fell, by 29% and 71% respectively, with petrol's share of fleet distance rising from 12% to 26% and hybrids remaining the largest share at 37% (42% in 2024). While absolute mileage decreased across these vehicle types, the composition of remaining fleet travel shifted away from diesel, with petrol accounting for a greater proportion of total fleet distance. Based on UK average emission factors, diesel cars emit approximately 3% more carbon per kilometre than petrol cars and 81% more than hybrid cars, so our ongoing transition towards hybrid and electric vehicles offers us greatest reduction potential for the future.

Scope 3 employee mileage emissions decreased by 14%, from 126.1 tCO_2e to 107.9 tCO_2e, reflecting reduced emissions from business mileage travelled by employees.

Building on our Planet Mark certification, and with the continued support of Planet Mark, we are now working to further develop and refine measurement of our total carbon footprint across Scope 1, 2 and 3 emissions. As part of this work, we expanded our Scope 3 reporting for YE2025 to include homeworking emissions for the first time. This will support establishment of a robust net zero baseline from which science-based, SBTi-aligned net zero targets can be developed, supporting our long-term ambition to achieve at least a 90% reduction across Scope 1, 2 and 3 emissions.

As part of this work, we will continue to build on our existing decarbonisation commitments, including the ongoing transition of our fleet and company vehicles towards electric and lower-carbon alternatives. Exceptions will remain limited to cases where operational requirements necessitate alternative solutions, including access to remote or off-road sites.

Overall, while absolute emissions increased in 2025, the data indicates that a substantial proportion of the increase was attributable to changes in reporting completeness, estate configuration and temporary office transition arrangements. At the same time, fleet decarbonisation measures contributed positively to reducing operational transport emissions, supporting the organisation's continued reduction in emissions relative to our 2019 baseline.

Reporting discrepancy and correction

During preparation and finalisation of the YE2025 SECR statement, discrepancies were identified in previously disclosed greenhouse gas emissions figures. The 2024 Impact Report stated a 30% reduction against the 2019 baseline; however, the correct reduction for 2024 is 23%.

The original version (Version 1) of the 2026 Impact Report has also been updated to align with the final YE2025 SECR statement. This includes revisions to the 2024 comparative emissions (from 301.9 to 324.3 tCO_2e) and the 2025 emissions (from 336.9 to 339.9 tCO_2e), alongside the inclusion of 78.9 tCO_2e of homeworking emissions quantified for the first time in 2025.

These changes reflect corrections to previously reported emissions data and an expansion of the reporting boundary, rather than necessarily an equivalent increase in underlying operational emissions. On a like-for-like basis, excluding newly quantified homeworking emissions, reported emissions increased by approximately 5% between 2024 and 2025, while remaining 17% below the 2019 baseline.

Less merchandise, more meaning

We recognise that responsible use of merchandise is not just about procurement, but about addressing the more fundamental challenge of consumption. As part of our commitment to reducing our environmental impact, we are reducing our reliance on merchandise wherever possible and embedding more thoughtful, low-impact approaches.

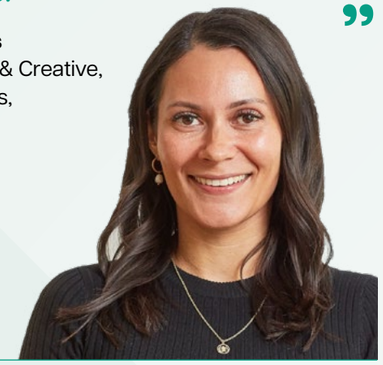
Where merchandise is considered necessary, it must be approved in advance by the Marketing team to ensure alignment with our brand, values and sustainability ambitions.

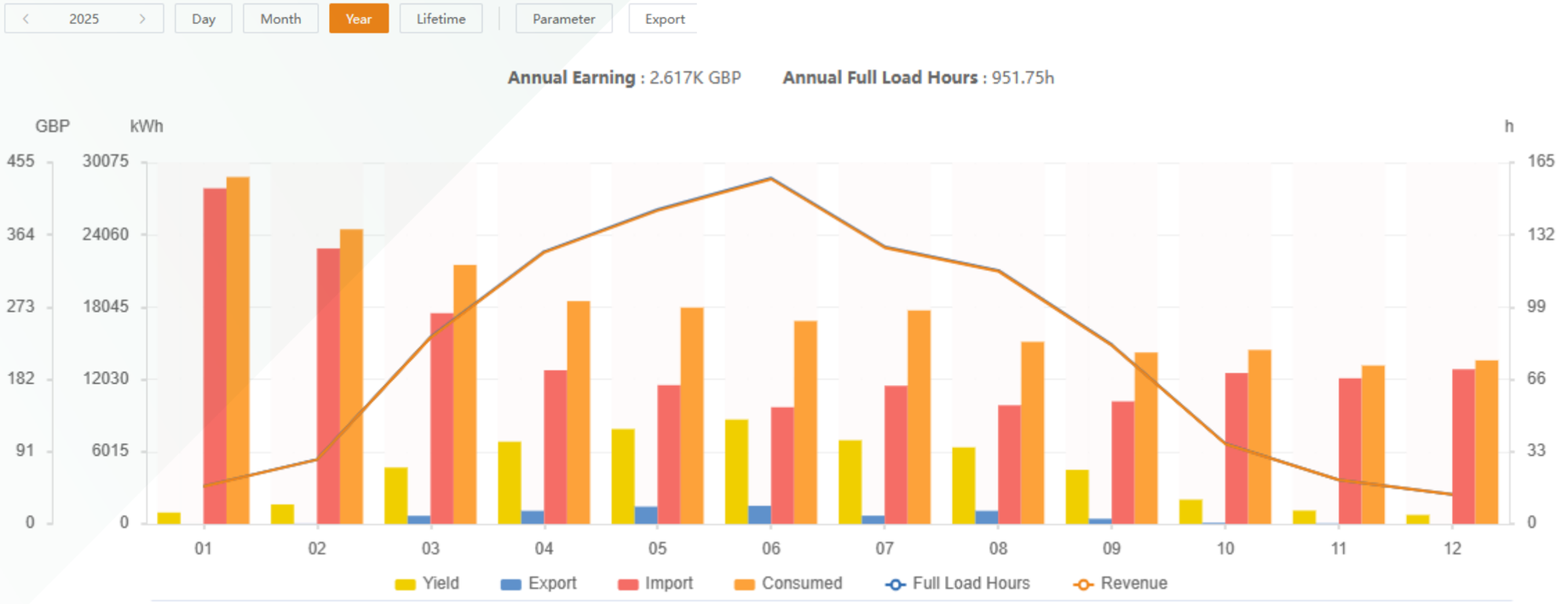
Our priority is to minimise overall consumption in the first instance. Any approved items are now sourced from B Corp certified or equivalently accredited suppliers, with clear evidence of lower environmental impact and responsible production practices.

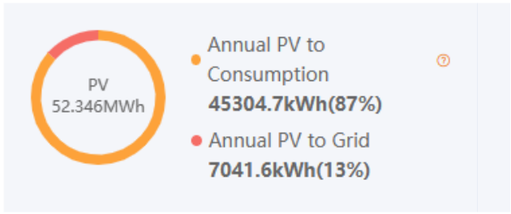
This approach reflects our broader ambition to use resources more responsibly, challenge traditional practices, and continuously improve in line with best practice and emerging standards. To support lasting behaviour change, these principles will be embedded within our forthcoming Marketing & Public Relations Policy, developed as part of our journey towards meeting the new B Corp standards.

"Over the past decade, I've seen Bidwells evolve significantly in how seriously we approach sustainability and EDI. Having responsibility for our brand, merchandise, and community initiatives has given me the opportunity to help shape that progress in a tangible way. I've always cared deeply about diversity in the workplace, so being able to embed those values into how we present ourselves and engage with clients and across our projects is something I'm proud to contribute to."

Chelsea Jarvis
Head of Digital & Creative, Clients, Markets, and Strategy









Annual Full Load Hours : 951.75h

Our Plans for Progress

The B Corp Standards are designed to hold companies to account, providing a robust framework that challenges businesses to be better. As these standards continue to evolve, we are taking the opportunity to reflect on where we can improve. Change is not always quick, particularly where sector-wide challenges are structural and deeply rooted. However, we remain committed to addressing the areas where we know we need to do better, while working collaboratively across the industry to advocate for meaningful change.

“

Last year, I noted that our people are deeply committed to creating lasting impact, and I feel that even more strongly a year on. Bidwells cares deeply about its people and remains open to challenge, listening to and learning from employee and client feedback. We are committed to turning that feedback into action, putting initiatives in place to drive change. We will continue to update our stakeholders as this journey progresses, recognising that some changes take longer than others, but always striving for positive outcomes.

”

Helen Newman
Executive Director, Group Head of Sustainability



B Corp impact topic	Highlights from 2025	Plans for progress
Purpose & Stakeholder Governance	• Established our purpose statement alongside our vision and values and Nexus Strategy • Updated our Environmental & Social Governance (ESG) Policy to align with our purpose statement and evolve from a principles-based framework into a more integrated, purpose-led approach. The revised policy strengthens alignment with our B Corp commitments, governance framework, and focus on delivering measurable impact across both our operations and client advice	• Conduct a double materiality assessment with stakeholders • Finalise our Responsible Marketing and Public Relations Policy
Fair Work	• Continued to reduce the gender pay gap including working collaboratively with the wider industry to improve • Positive results from our Colleague Opinion Survey, Engagement score of 75% favourable. Management remains one of our greatest strengths, scoring 82% favourable	• Launch our Gender Pay Gap action plan and Menopause action plan • Launch the annual colleague opinion survey in June 2026 to see if our actions following the last survey have made a difference • Four paid internship opportunities to support individuals with disabilities and/or care leavers in accessing meaningful work experience
Justice, Equity, Diversity & Inclusion	• Increased diversity of our Senior Leadership Team • Implemented 2-hour mandatory EDI training for all employees (online/in-person)	• Launch our Female Board Sponsorship Programme • Work towards BS30480 Suicide and the workplace • Become Disability Confident Level 2
Human Rights	• Became a Living Wage accredited firm	• Develop KPIs focused on real impact and outcomes to prevent modern slavery
Climate Action	• Initiated benchmarking of our Scope 3 emissions using 2025 data	• Finalise our Scope 3 emissions footprint and net zero baseline (YE2025) • Establish SBTi-aligned net zero targets in partnership with Planet Mark
Environmental Stewardship & Circularity	• Strengthened sustainability and environmental considerations into our procurement decisions • Reduced the amount of merchandise we procure, and improving the supply chain partners from who we procure and the environmental quality of the products we purchase	• Monitor the effectiveness of our procurement decisions in relation to sustainability integration • Identify further opportunities to reduce our GHG emissions and environmental impact and improve circularity across our operations and business decisions
Government Affairs & Collective Action	• Ongoing engagement with the Oxford–Cambridge Supercluster, including sponsorship of the Creating a Scientific Superpower conference • Joined the Aldersgate Group • Became members of LandAid • Contributed to research on Biodiversity Net Gain (BNG) for the Investment Property Forum • Actively participated in a range of speaking engagements, sharing insights on the challenges and solutions shaping our society and environment • Responded to government consultations, both directly and through industry bodies, and shared perspectives through client communications and public commentary	• Building on our engagement with the industry associations we belong to, we will continue to demonstrate advocacy and leadership, using our agency to help shape policy and influence the direction of the sector, delivering positive outcomes for the places we shape, society and the natural environment • In particular, Bidwells’ senior leaders will work to improve EDI across the industry through participation in working groups and advisory boards, including Real Estate Balance



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