

B CORP IMPACT REPORT

April 2026



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About K2

K2 Architects is a strategic and creative design practice committed to social and environmental change.

As a Certified B Corporation™, we stand at the forefront of a global movement advocating for an inclusive, equitable, and regenerative economy. What sets B Corp™ certification apart from others is its comprehensive approach to evaluating social and environmental impact.

Working with public and private sector partnerships, we offer a unique approach to placemaking, transforming overlooked spaces into vibrant and sustainable places that improve lives and enhance the fabric of communities to deliver long-lasting social, economic, and environmental benefits.

Our dedicated and skilled team has developed an original design approach, combining innovative, ethical working practices with strategic partnerships, creating design solutions that foster powerful, emotionally positive connections between people, spaces, and cultures in urban areas.

Above all, we genuinely care about our clients and the communities they serve. It's not just about business for us; it's a shared journey towards a better future that sets us apart and drives us to be the best we can be.



Our Values

Our guiding principles are **Empathy** for others, **Integrity** in our work, and **Innovation** in design.

Empathy is listening to and understanding others, valuing each other more and helping us to be authentic in everything we do.

Integrity lies at the heart of our professional relationships. We dedicate ourselves to delivering work of the highest ethical standards.

Innovation is the driving force behind our designs. We challenge conventions by infusing new methods and ideas to create architecture with a visionary perspective.

B Corp Journey

At the core of our business, people have always played a pivotal role.

From our team and office culture to the way we engage with clients and collaborate with industry peers, our people-centric approach shapes how we operate and interact with the world around us.

We've always strived to make a positive impact through various accreditations and initiatives that reflect our commitment to quality and sustainability. We take pride in considering the impact of our actions, ensuring we contribute responsibly to society. Our B Corp certification reflects this commitment and continues to guide how we operate and make decisions.

Over the last two years, since achieving our certification in 2024, we have focused on continual improvement, embedding sustainability and social value initiatives into every part of our practice.

Looking ahead to our recertification in 2027, and under the newly updated standards, we know there is still work to do to fully achieve our goals across all seven impact areas.

Being a Certified B Corporation has allowed us to integrate our sustainability and social value objectives, creating a clear roadmap for ongoing improvement and engagement.

As we continue this journey, we remain committed to working toward a more socially and environmentally conscious future.





Leadership Letter

As a practice rooted in community design and ethical practice, B Corp has given us a robust framework to measure what truly matters and hold ourselves accountable.

Over the past two years, our team has embraced this certification not just as an accolade but as a catalyst for continual improvement.

We have deepened our focus on delivering positive community outcomes in every project, strengthened our internal governance and fair work practices, and enhanced our environmental stewardship - all while maintaining the creative, collaborative culture that defines K2.

As we prepare for recertification in 2027 under the newly updated B Corp impact framework, we recognise there is more to do - particularly in embedding the new impact areas into the heart of our strategic goals and operational practices.

We are committed to this work with the same energy and purpose that led us to become a B Corp, knowing that continuous improvement is at the core of what it means to be a business that uses its work as a force for good.

We're proud of the progress we've made and excited about the journey ahead!

Kevin Horton & Mark Davies

Verified Score 2024

Certified B Corps

are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.



Governance
18.3



Workers
30.9



Community
25.2



Environment
26.3



Customers
3.2

To meet the performance requirement, a company must earn a minimum, verified score of 80 points on the B Impact Assessment (BIA) to become a Certified B Corporation.

Based on the B Impact assessment in 2024, K2 Architects earned an overall verified score of 104.

Impact Areas

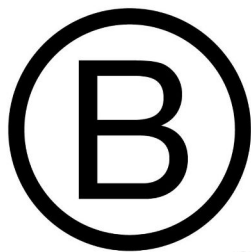


Workers



Environment

Certified



Corporation



Governance



Customers



Community

Governance

What we said we'd do

- ✗ Job descriptions that explicitly incorporate social and environmental performance
- ✗ Performance evaluations that explicitly incorporate social and environmental goals
- ✓ Continue to increase social or environmental training programmes
- ✓ Further modification to the appraisals, with all staff making suggestions on the proposed process

What we did

- 15 hours of CPD were completed, covering sustainable and environmentally friendly designs and specifications - in addition to sessions on designing inclusive environments
- Our annual satisfaction survey found that 72% of staff are happy with the current appraisal process - although we do need to factor in KPIs for the updated 7 impact areas

Governance evaluates our overall mission, engagement around social/environmental impact, ethics, and transparency.



Workers

What we said we'd do

- ✓ • Review all supplementary benefits such as Health Insurance and eye examinations
- ✓ • Review pension plan options, and look at adding a Socially Responsible Investing option
- ✓ • Explore flexible working options and put a policy in place
- ✓ • Repeat the Engagement and Satisfaction survey and aim to enhance the overall employee Experience

What we did

- All benefits reviewed, and the health insurance provider updated
- Pension plan reviewed, staff consulted, and the provider updated
- The flexible working policy has been in operation since September 2025
- 90% of employees are proud to work here
- 90% think it's a great place to work
- 82% feel motivated to go above & beyond
- Engagement is low (55%) & must improve

Our contribution to employee finances, health & wellness, career development, and engagement & job satisfaction.



Well-being Workshops

Taking time away from day-to-day responsibilities to connect as a team is important to us. These shared activities spark creativity and good conversations. We try to do some sort of team activity every 3 months to boost morale and team culture.

Marbling Class - Staff explored the creative practice of marbling. Whilst it was supposed to be calming, it did get quite competitive – big shout out to Vicki Opomu from V Atelier Studio for hosting the session.

Quiz Night - Some of the team attended the 'LCR in a day' quiz, hosted by the Knowledge Quarter Liverpool to raise vital funds for local charities.

Wreath Making - Staff enjoyed crafting seasonal wreaths from leftover Christmas tree. A nice lunchtime team activity with pizzas thrown in.

Ninja Warrior - the obstacle course certainly challenged the team's skills. All of us beat the famous Warped Wall!

Activities generally take place during working hours and are paid for by the business.



Community

What we said we'd do

- ✓ Send our updated PQQ to all subconsultants and start to review our existing supply chain
- ✓ Increase our pro-bono work, volunteering and mentoring to at least 50 hours per category
- ✓ Commit to 300 hours of work experience placements
- ✓ Increase our in-kind donations and fundraising to at least 0.5% of annual turnover. Consider partnering with a specific charity to maximise our community impact

What we did

- PQQ completed by our consultants and a review of our supply chain has commenced
- Exceeded our target with over 400 pro-bono work, volunteering and mentoring hours delivered in total
- Supported a massive 660 hours of work experience placements
- Increased our in-kind donations and fundraising to just under £10k (which is over 0.5% of annual turnover)

Our engagement with and impact on the communities in which we operate, hire from and source from.



Local Support

- Ongoing partnered fundraising and donations for Crosby youth Rugby team and Sean's Place, a Men's Mental Health Charity
- Various fundraising activities such as a 50-mile charity bike ride, supporting youth away days and donating auction prizes
- Cash donations to various charities, including Southport Community FC Foundation, helping young care leavers and Jonathan Nichols Charity engaging young people through sport
- Work experience opportunities for 9 young people, including an 8 week T Level Placement
- Attendance at PLACED Academy Summer School, design sessions, Alumni and architect shadowing days
- Hosted an interactive design workshop for Regeneration Brainery students
- Presented at Hugh Baird College's Green Skills Day
- Attended various school and college careers talks
- Hosted a university guest lecture on Urban Design
- Provided Homebaked Community Land Trust with pro-bono advice and visualisations to apply for funding for a social housing project in Anfield



Environment

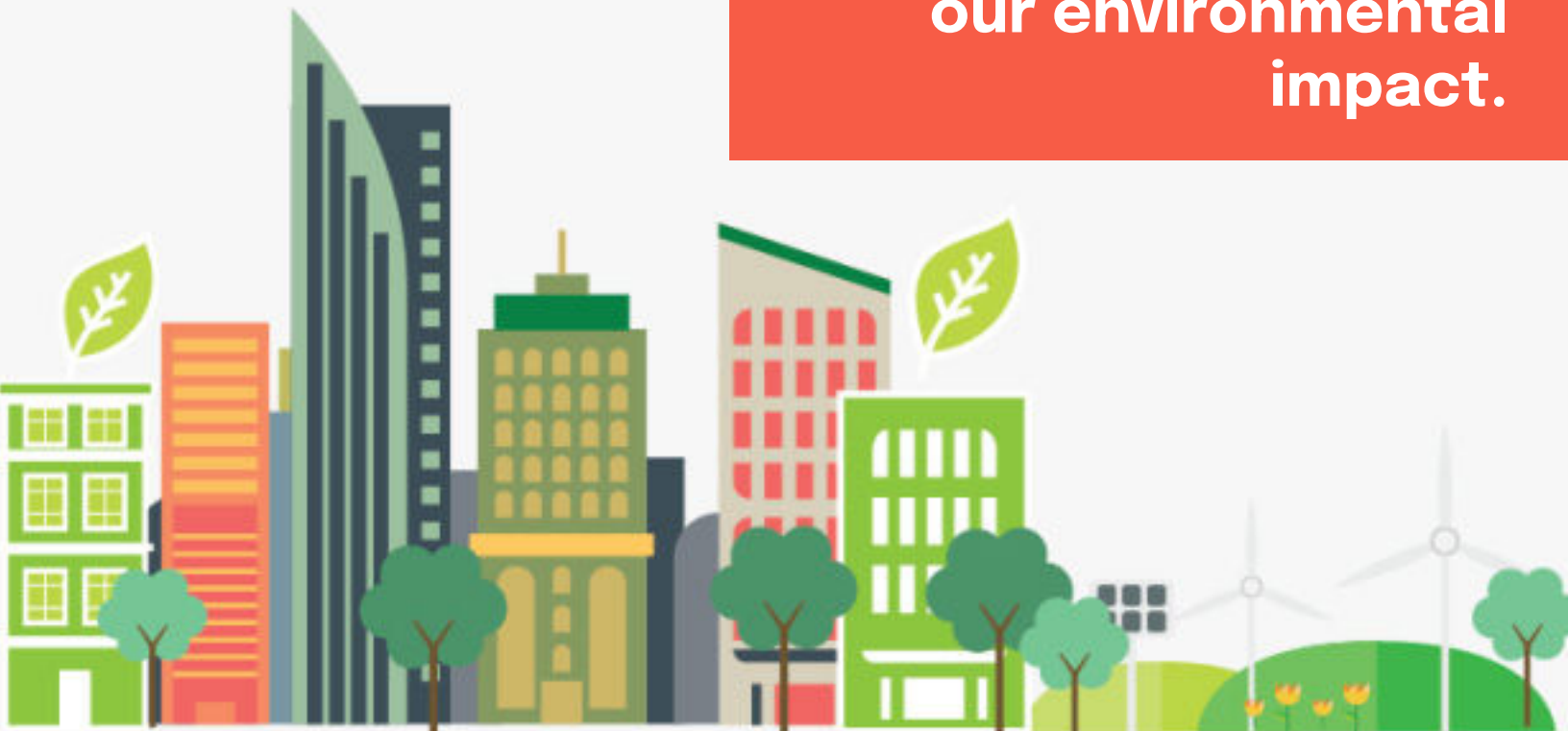
What we said we'd do

- ✓ • Work with the landlord to monitor waste, recycling and composting for the office
- ✓ • Increase client awareness of specific environmental industry certifications
- ✗ • Consider purchasing certified carbon credits to offset remaining carbon footprint
- ✓ • Look into Life Cycle Carbon assessment tools with a view to implementing on schemes to help inform more sustainable design decisions

What we did

- Since October 2025 the landlord has been trialling a new weighing system, if successful we will be able monitor our rubbish, recycling and food waste going forward
- We have educated clients on the benefits of delivering projects to PAS 2038 principles
- Since December 2025 a Life Cycle Carbon assessment tool has been implemented on trial projects

Our overall sustainable management practices as well as our environmental impact.



Sustainable Practices

- We have transitioned all Company Director vehicles to fully electric models, reducing our Scope 1 emissions and aligning our operations with the UK's net-zero ambitions
- Our office is powered entirely by electricity sourced from certified renewable energy providers. By maintaining a 100% renewable energy tariff, we are reducing our operational Scope 2 emissions
- We design and deliver retrofit and energy efficiency projects in accordance with PAS 2038 principles. This ensures a whole-building, fabric-first approach that prioritises long-term performance, occupant well-being, and measurable carbon reduction
- We are actively trialling different methodologies for quantifying tonnes of carbon dioxide equivalent (tCO₂e) reductions across our projects. By refining how we measure environmental impact we aim to improve reporting accuracy and ensure our carbon claims are evidence-based



Customers

What we said we'd do

- ✓ • Maintain our high percentage of public sector work
- ✓ • Continue to enhance our 'added social value' offer for all projects
- ✓ • Attain more award shortlists for community projects and sustainable architecture
- ✗ • Beyond repeat clients, plan how to monitor client satisfaction

What we did

- 68% Public sector work
- 22% Private sector work
- 10% mixed (public/private joint venture)
- Directors are working on a practice wide Social Value strategy in line with PPN002
- We were short-listed for the Liverpool Chamber 'Innovation in Social Value award'

Our stewardship of clients through the quality of our services, ethical practices, data privacy and feedback.



Added Value

- During the last 12 months, we saw a 36% increase (£) in projects delivered within low–moderate income neighbourhoods - reinforcing our commitment to directing our expertise toward communities that are often underfunded and underserved. Through this work, we aim to contribute to more inclusive, resilient, and equitable places.
- There was also a 22% increase (£) in the publicly funded projects we delivered, including those awarded by Local Councils, Levelling Up and Arts Council England. This reflects our growing role in place-based regeneration, while demonstrating our capability to deliver accountable, publicly funded work, with added social value.
- In addition, we recorded an 18% increase (£) in projects for public sector organisations, Charities, and Community Interest Companies. Expanding our work with mission-led clients strengthens the social impact of our portfolio and ensures that our growth continues to align with our purpose as a certified B Corp.
- Alongside this, we have seen a small but continued rise in projects incorporating sustainable design principles, renewable energy systems, and active monitoring of energy and water performance. There has also been an increase in projects achieving recognised sustainability accreditations, such as BREEAM.

K2 ARCHITECTS SOCIAL VALUE DELIVERED

16
WEEKS
WORK EXPERIENCE



150
SUPPORTED
T LEVEL HOURS



4
COLLEGE VISITS
& EMPLOYERS FAIRS



160
VOLUNTEERING
HOURS



150
MENTORING
HOURS



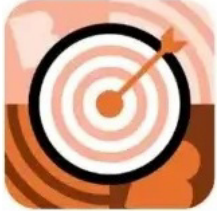
£6,000
PRO-BONO
HOURS



£10,000
RAISED FOR
LOCAL CHARITIES



Looking Ahead



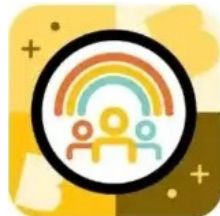
Purpose and Stakeholder Governance

- Enhancing internal policies and procedures
- Public statements and procedures to be added to the company website
- Regular engagement with all staff, including junior and senior leadership groups
- Social and environmental claims to be evidenced with reliable data



Fair Work

- Enhanced contracts, job descriptions and performance appraisals
- All staff paid at least the UK's Real Living Wage
- Benefits, leave and entitlements are all set out in the company handbook
- Transparency on profit-sharing and incentives



Justice, Equity, Diversity, & Inclusion

- Updating internal policies to ensure JEDI principles are embedded
- Statement to be added to the company website or publicly accessible reports
- JEDI training and workshops
- Completing the RIBA Access/Inclusive Design Consultant Course



Human Rights

- Updating internal policies and procedures
- Statement to be added to the company website or publicly accessible reports
- Assess and report on potential negative human rights impacts
- Identify risks and mitigation strategies



Climate Action

- Continue to update and annually publish our Carbon Reduction Plan
- Climate Action training and workshops
- Incorporate sustainable design and materials criteria into all projects
- Collectively report on project emissions



Environmental Stewardship & Circularity

- Updating internal policies and procedures
- Assessing the potential negative environmental impacts in our building design
- Promoting whole-building energy efficiency improvements, such as PAS 2038
- Environmental and sustainability CPD sessions for all staff



Government Affairs and Collective Action

- Updating internal policies and procedures
- Public lobbying declaration
- Public and industry advocacy
- Thought leadership on creating a positive social and environmental change



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