Sustainability & Environmental Management Report 2023-24

March 2025

www.jbagroup.co.uk

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Carbon Footprint

JBA is committed to championing sustainability and has made The Ten Principles of the UN Global Compact part of its culture and operations. We have a Group-wide objective to be a Net Zero carbon emissions business.

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Abbreviations

BNG ..... Biodiversity Net Gain
CEEQUAL ..... Sustainability rating scheme for infrastructure projects
CIEEM ..... Chartered Institute of Ecology and Environmental Management
CO2e ..... Carbon dioxide (CO2) equivalent
CSR ..... Corporate Social Responsibility
Defra ..... Department for Environment, Food and Rural Affairs
EA ..... Environment Agency
EDI ..... Equality, Diversity, and Inclusion
EIA ..... Environmental Impact Assessment
EMS ..... Environmental Management System
FCERM ..... Flood & Coastal Erosion Risk Management
FTE ..... Full time equivalent
GHG ..... Greenhouse gas
IEMA ..... Institute of Environmental Management and Assessment
ISO ..... International Standards Organisation
JBA ..... JBA Group Limited
JBAB ..... JBA Bentley
JBP ..... Jeremy Benn Pacific
KWh ..... Kilowatt hours
NFM ..... Natural Flood Management
QMS ..... Quality Management System
SBTi ..... Science Based Targets initiative
SDG ..... Sustainable Development Goal
STEM ..... Science, Technology, Engineering, and Maths
UN ..... United Nations
WFD ..... Water Framework Directive
WWNP ..... Working With Natural Processes

JBA sustainability in 2023-24 at a glance

Table 1: Summary of the performance of the JBA Group in 2023-24

People and culture	Environmental performance	Services
Average no. of employees* 955 (+55)	Business miles travelled 1,670,221 (-2%)	No. of new external projects 1,793 (+236)
Average no. of permanent employees* 900 (+101)	Measured energy consumed in our offices 826,040 (-10%)	No. of clients commissioning new external projects** 976 (+131)
No. of new graduates 51 (+2)	Measured office energy from renewable sources 72% (-16%)	No. of internal project quality audits undertaken 71 (-24)
Employee gender split* 59 / 41 (% male / female) (-1% / +1%)	Paper consumption 593kg (-33%)	No. of approved suppliers 517 (-26)
Gender split (Associate Director level & above)* 68 / 32 (% male / female)	% waste recycled 37% (-12%)	% approved sole trader and SME suppliers 73% (+2%)
Gender split (technical roles)* 61 / 39 (% male / female)	No. of environmental incidents, near misses or observations reported 18 (+2)	% suppliers given Good or Exceptional scores for environmental performance 96% (-2)
Hours of formal training completed 60,681 hours (+6,935 hours)	Carbon footprint 3,727 tCO2e	No. of industry environmental awards 5 (+4)
No. of chartered professionals 232 (+31)	Per capita carbon footprint (market-based) 3.90 tCO2e	No. of live internal R&D projects 61 (+12)
No. of employees qualifying for low carbon commuting environmental reward 483 (-19)	No. of internal office environmental audits conducted 22 (+3)	No. of permanent apprenticeships 47 (+3)

Comparison with 2022-23 year shown in brackets where applicable; *as of 31 October 2024; **different regions within national public sector clients counted as separate clients.

1 About JBA Group

1.1 Who we are

JBA is an environmental, engineering, and risk management group focused on helping improve the environment, business, and infrastructure. We started operating in 1995 with the purpose of creating a specialist consultancy offering an inter-disciplinary approach to our clients. In 2011, JBA restructured to form a new group of companies, the JBA Group, enabling us to focus on our specialist skills and expertise. Since then, the JBA Group has continued to expand and thrive, and today consists of 10 businesses employing over 900 staff in 24 offices in the UK, Ireland, Romania, Australia, Singapore, and Cambodia.

JBA Consulting is the original inter-disciplinary consulting business established by Jeremy Benn in 1995. It has grown to be one of Europe's leading specialists combining analytical, environmental, engineering and technology solutions in pursuit of increased resilience to the impacts of climate change. JBA Consulting delivers major studies for national and local governments, international and national bodies, infrastructure operators and the private and third sectors including the European Investment Bank, European Commission, Defra, Environment Agency (EA), and Network Rail. JBA Consulting has several subsidiary companies, including JBA Isle of Man, JBA Pacific, located in Brisbane, Australia, and JBA Bentley (JBAB), a joint venture with the contractor JN Bentley providing integrated engineering design and build services to national and local risk management authorities under framework agreements.

Established in 2011, JBA Risk Management is a global leader in flood risk management. Known as The Flood People®, its flood maps, catastrophe models and analytics are used by some of the world's largest insurers, reinsurers, financial institutions, property companies, and governments. They're experts in translating complex, scientific data to provide cutting-edge flood risk intelligence. JBA Risk Management has formed several subsidiary companies in Singapore and California, USA, enabling it to offer services at a global scale and deliver projects in Europe, Central and South-East Asia, Africa, and South America.

JBA Consulting Engineers & Scientists (Ireland) was established in 2007 and is a leading flood management, environmental, water, and engineering consultancy. Operating nationwide from its offices in Limerick and Dublin, as well as in Northern Ireland, the rest of the UK and internationally, the company has a growing presence in Eastern Europe, through its subsidiary company JBA Consult Europe, based in Bucharest, Romania.

Jeremy Benn Pacific (JBP) was formed in 2016 with a focus on increasing community resilience to natural disasters – floods, cyclones, typhoons, storm tides, and erosion. The company works throughout Australia, the Pacific, and

world-wide, delivering projects for local authorities, government departments, and international agencies including the World Bank and Asian Development Bank.

In 2011, JBA Group created the independent charity, JBA Trust, with the purpose to support research and the development of knowledge and skills in environmental risk management, and in the water environment in particular. Working with leading academic researchers, NGOs, other charities, and the JBA Group companies, the Trust provides training and education in schools and supports post-graduate education through placements, internships, and financial bursaries

1.2 What we do

JBA Group is a family of companies, respected by our clients for providing expertise in flood risk management and modelling, engineering, and environmental and water management. We are scientists, engineers, hydrologists, environmental and risk managers, surveyors, ecologists, archaeologists, landscape architects, project managers, software developers, mathematicians, modellers, economists, and more.

Figure 1: Core services provided by JBA Group companies

1.3 Our culture

Our culture drives our business objectives, our behaviours, and the quality of the services we deliver. It's our core aim to have a positive impact on our staff, clients, suppliers, and the local communities and environments in which we work. To achieve this, we've set Group-wide objectives and we continually measure our progress against these objectives.

Table 2: JBA Group core business objectives

✓	We are committed to providing high quality services that meet or exceed the expectations of our clients.
✓	We proactively manage the health, safety, and welfare of JBA employees, suppliers, and visitors across all areas of our business activities, and we require our suppliers and partners to do the same.
✓	We comply with the highest relevant and ethical standards and maintain our systems to minimise the occurrence and impact of any security incidents.
✓	We continuously strive to improve our environmental performance and reduce the environmental impacts of our business.
✓	We use our consumer power to reward suppliers who support our objectives, share our business values, and deliver excellence.

1.4 Our policies

Our policies define how we operate, our aims, and how we apply our business values, objectives, and behaviours. Our policies set our expectations, help ensure legal compliance, demonstrate our responsibilities, and keep us accountable. Our Sustainability and Environmental Management policy sets out our commitment to integrate the principles of sustainability in our practices, operations, and business planning. It commits us to applying a principles-based approach to business, incorporating The Ten Principles of the UN Global Compact and promoting the UN Sustainable Development Goals (SDGs).

Table 3: Central aims of our Sustainability & Environmental Management policy

✓	Taking all reasonable measures to minimise the environmental impacts of our operations and activities and ensuring our use of natural resources is sustainable and environmentally responsible.
✓	Working progressively to improve the sustainability of our business practices and being fully accountable for the environmental impacts of our operations.
✓	Effectively engaging with our staff, clients, and suppliers to promote environmental sustainability and proactively sharing good practices.
✓	Taking meaningful action to minimise our climate impacts, with the objective of being a net zero GHG emissions business.
✓	Adopting a circular economy model and promoting the principles of a circular economy in our services and in the goods and services we use.
✓	Applying sustainability as a positive choice and prioritising suppliers who support our sustainability objectives.
✓	Complying with all legislation, standards, statutory and other obligations, and best practices relevant to our activities in the jurisdictions in which we operate.
✓	Continually improving our Environmental Management System (EMS) so that, as a minimum, it satisfies the requirements of the ISO-14001 standard.

2 Our contribution to the UN Sustainable Development Goals

2.1 Sustainable Development Goals

Launched by the United Nations (UN) in 2015, the 17 Sustainable Development Goals (SDGs) and 169 associated targets form a framework through which society can achieve a *"better and more sustainable future for all"*. These inter-linked goals include a breadth of social, economic, and environmental themes, including water, energy, climate, poverty, equality, education, industry, and health and wellbeing, and define the global sustainable development priorities and aspirations for 2030.

Our Sustainability and Environmental Management Policy sets out our commitment to integrate the principles of sustainability in our practices, operations, and business planning. It commits us to applying a principles-based approach to business, incorporating The Ten Principles of the UN Global Compact, and actively promoting the SDGs.

The SDGs define a common framework of action and encourage businesses to *"reduce their negative impacts while enhancing their positive contribution to the sustainable development agenda."* The UN recognises that not all 17 SDGs are equally relevant to a company and the extent that a company can contribute to each goal depends on a wide range of factors. Whilst we support all the SDGs and seek ways to contribute to as many as possible, several of the goals are more directly relevant to the work we do. We focus on these goals more often because we can most directly influence the positive and negative impacts our business activities have on these SDGs.

2.2 How we contribute

Through our operations and project-related activities that we deliver on behalf of clients, we contribute directly to several typically of the UN goals as summarised in Table 4. Section 3.3 showcases a small selection of the projects we've delivered during the past year and highlights how these projects have contributed to the SDGs.

Table 4: UN SDGs of most relevance to the work undertaken by the JBA Group

	Good health and wellbeing – The principal aim of this goal, to *"ensure healthy lives and promote well-being for all"*, is central to how we operate. We aim to create *"a safe and healthy working environment"* and we measure our progress against this objective through our ISO-45001 certified Health & Safety Management standard. We understand that work can have a big impact on staff wellbeing and this can affect their health. We take a proactive approach so that working with JBA is a positive influence on the wellbeing of all staff, and we help staff achieve a healthy work/life balance.
	Gender equality – Providing equal opportunities to all is important to us. We want all our staff members to be able to contribute to the best of their capacity, and we believe we can achieve this if everyone is included, respected, valued, and supported. Over the past few years, we've made important changes to strengthen our policies and practices to promote gender equality and the empowerment of women. We've sought to improve our understanding of the obstacles to progression for women and to take action to address any such obstacles in JBA. We promote female innovators and we actively support initiatives such as International Women's Day and Women in FCERM.
	Clean water and sanitation – Much of the work we do is related to sustainable water management. We are experts in flood risk, water supply and resources, reservoir management, and river and wetland habitat restoration, with the quality of our work recognised internationally. We work extensively for the EA, local flood risk authorities, water supply companies, and Internal Drainage Boards (IDBs), supporting their flood risk and water management programmes through our integrated engineering, modelling, and environmental project teams. Our work focuses on increasing resilience, promoting sustainable water supply and management, reducing pollution, and protecting and enhancing water-related ecosystems.
	Industry, innovation and infrastructure – We contribute to the delivery of major public flood management, water management, and transportation projects in the UK and internationally. We've been a national framework consultant to the EA since 1999 and the only consultant appointed to national flood management frameworks in each of the UK devolved administrations, Isle of Man, and Republic of Ireland. Our work helps improve quality of life by reducing flood risk and improving water management and quality.
	Sustainable cities and communities – As a specialist in flood risk, water resources, and environmental management, the goal to *"Make cities and human settlements inclusive, safe, resilient and sustainable"* is embedded across our business. Our project teams support clients to develop sustainable solutions that increase community and environmental resilience, promote inclusivity and safety, and protect cultural and natural heritage.

	Climate action – We recognise that we're in a climate and ecological emergency and the need to take meaningful action to minimise our climate impacts. We published our first carbon emissions reduction plan in 2007 and have held ISO-14001 certification since 2009, with the aim to continually reduce our carbon emissions. We've a Group-wide objective to achieve net zero GHG emissions and have committed to setting science-based emissions reduction targets through the Science Based Targets initiative (SBTi), aligned with what is needed to limit global warming to 1.5°C. We published our Net Zero Route Map in Spring 2022, setting out the actions we will take to achieve this objective.
	Life below water – the health of marine ecosystems is fundamental to human society and achieving sustainable marine resource use is a key target of the SDGs. Coastal risk management is a core service we provide, and our multi-disciplinary teams of specialist coastal engineers and environmental scientists deliver high-profile coastal and maritime projects both nationally and internationally. We're increasingly applying nature-based solutions to increase community resilience to climate change and flood risk, which work with nature and natural processes to achieve both societal and environmental benefits.
	Life on land – Natural capital constitutes the various elements of the natural world, including soils, water, and all living things. When viewing the world through a natural capital lens, nature is seen as an asset that delivers benefits to society. The natural capital lens helps us identify our fundamental dependencies on the natural world and helps us to see nature as a benefit rather than an obstacle to development. Our work helps our clients understand the value of natural assets and the dependencies and impacts they have on natural capital, and we actively promote ways they can work with nature to maximise the benefits. Within our operations, we take all reasonable measures to minimise our environmental impacts and we aim to ensure our use of natural resources is sustainable and environmentally responsible. We work progressively to improve the sustainability of our business practices and are fully accountable for the impacts of our operations.

3 Performance against our environmental management objectives

3.1 EMS Key Action: Assess and report JBA Group carbon emissions and emissions reduction measures

It's our ambition to achieve net zero greenhouse gas (GHG) emissions across the JBA Group by 2040 (see Section 3.1.3 for more information on our net zero objective). We're committed to measuring and publicly disclosing our emissions. This includes all relevant emissions, including our direct and indirect (within JBA's 'value chain') emissions.

We've calculated the full JBA Group carbon footprint for our 2023-24 year. We apply the operational control approach to our footprint assessment, meaning that we account for 100% of the emissions from operations over which we have operational control. The assessment includes emissions from all companies within the JBA Group.

For measuring and reporting on our GHGs, we follow best practice methodologies set out by the Greenhouse Gas Protocol. Our assessment utilises available data and applies published methodologies where estimation has been required. Data limitations influenced many aspects of the assessment, requiring estimations with varying confidence levels. Substantial estimation was required for several significant emissions sources, including emissions from the goods and services we purchased and emissions from employee commuting and homeworking.

In-line with good practice, the 2023-24 footprint assessment is not considered to be 'final' and we'll continually review and refine the assessment as required in the future to take account of improved data quality and better assessment tools and methodologies.

3.1.1 Assessment method

Wherever possible, the assessment has followed recognised good practice guidance – GHG Protocol Corporate Standard and GHG Protocol Corporate Value Chain (Scope 3) Standard. The assessment considered a wide range of emissions sources organised under three groups or 'scopes':

✓	Scope 1: Emissions from the consumption of office gas and pool car fuel
✓	Scope 2: Emissions from the generation of electricity consumed in our offices
✓	Scope 3: All other emissions not directly controlled by JBA

Scope 2 emissions were assessed using both the 'market-based' and 'location-based' methods. The 'market-based' method takes account of the lower GHG emissions from the renewable electricity supply to several JBA offices, whilst the 'location-based' method applies UK grid-average emissions to all office electricity consumed. Both footprint estimates are reported here.

All relevant Scope 3 categories were assessed, including emissions from use of sub-consultants, purchased office supplies, company assets, business travel, overnight accommodation and subsistence, waste disposal, and staff commuting and homeworking.

UK emissions conversion factors were typically used to assess emissions from non-UK JBA operations due to lack of readily available overseas conversion factors.

3.1.2 Results summary

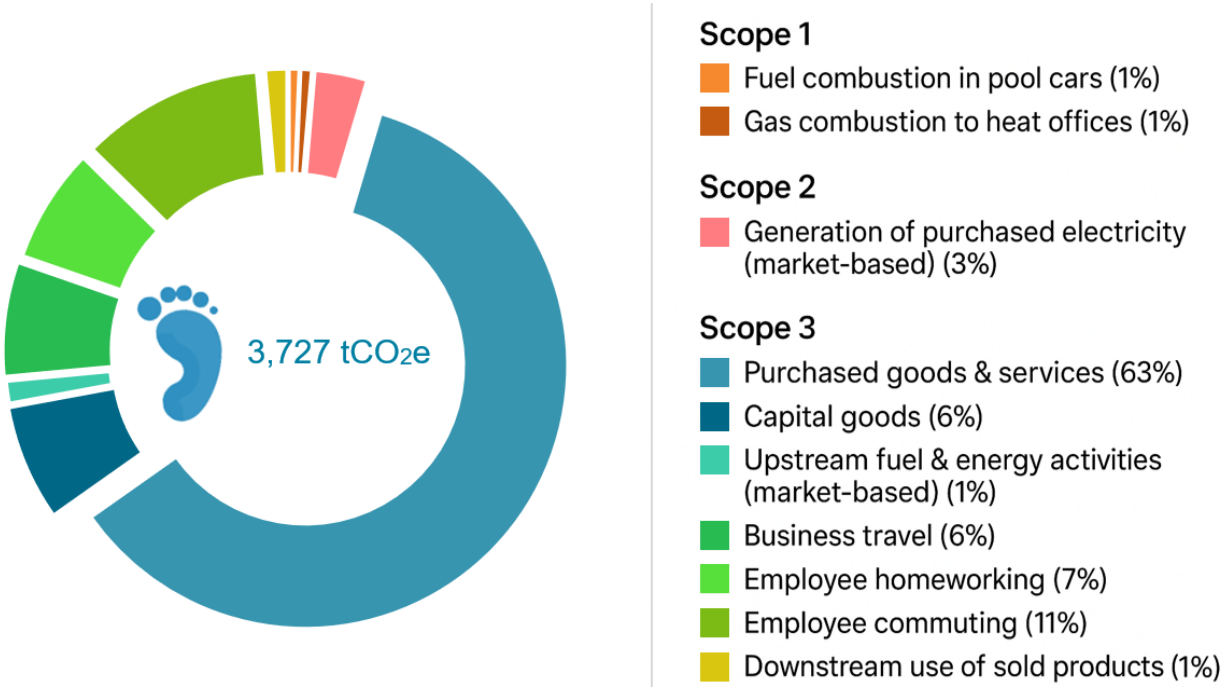


Figure 2: JBA Group carbon footprint 2023-24

Scope 1 emissions from the combustion of diesel in our pool cars and gas in our offices for heating accounted for 1% of our carbon footprint in 2023-24. Scope 2 emissions from the generation of electricity consumed at our offices represented approximately 3% of our footprint using the market-based method and 5% using the location-based method.

In relation to our Scope 3 emissions, emissions from goods and services we purchased accounted for around 63% of our total carbon footprint. Other significant Scope 3 emissions sources included employee commuting (11%), purchased capital goods (6%), business travel (6%), and employee homeworking (7%).

The main emissions sources within the purchased goods and services category were from use of sub-consultants (63%), office supplies (7%), IT software (7%), accommodation and food (6%), and insurance (2%). The main sources of emissions from Scope 3 business travel comprised air travel (28%), hire cars (23%), public transport (18%), and private cars (15%).

Our total carbon footprint has decreased by approximately 8% compared to the previous year, representing a positive step towards our emissions reduction targets. In the coming

years, we will rapidly scale up the implementation of our Net Zero Route Map to help us achieve our targets.

Table 5: JBA Group GHG emissions (tCO2e) 2023-24

Scope	Emissions category	Emissions source	Emissions (tCO_2e)
Scope 1	Direct GHG emissions	Fuel combustion in JBA vehicles	25.4
Scope 1	Direct GHG emissions	Gas combustion in JBA offices	27.4
Scope 2	Electricity GHG emissions	Purchased electricity (market-based)	126.4
Scope 2	*Electricity GHG emissions*	*Purchased electricity (location-based)**	*225.9*
Scope 3	Other indirect emissions	Purchased goods & services	2,347
Scope 3	Other indirect emissions	Purchased capital goods	265.4
Scope 3	Other indirect emissions	Fuel & energy activities (market-based)	54.1
Scope 3	Other indirect emissions	*Fuel & energy activities (location-based)*	*91.9*
Scope 3	Other indirect emissions	Waste and water treatment & disposal	2.00
Scope 3	Other indirect emissions	Business travel (combined)	261.3
Scope 3	Other indirect emissions	Employee homeworking	274.3
Scope 3	Other indirect emissions	Employee commuting	435.9
Scope 3	Other indirect emissions	Downstream use of sold products	52.9
Scope 3	Other indirect emissions	Removal of emissions double-counting**	-144.6
Total	Total emissions	Market-based	3,727
Total	*Total emissions*	*Location-based**	*3,864*
Total	Total per capita emissions	Per capita emissions	3.90

* Market-based electricity emissions reflect emissions based on purchased electricity contracts (e.g., renewable energy tariffs), while location-based emissions are calculated using the average grid emission factor for the area where consumption occurs.

** These emissions are from work undertaken by one JBA operating company for another JBA operating company and have already been accounted for in the footprint assessment.

3.1.3 JBA Group Net Zero Objective

We are committed to taking meaningful action to minimise our climate impacts and have a group-wide objective to be a net zero greenhouse gas emissions business by 2040 at the latest. Our goal now is to reduce our emissions as far and as fast as we reasonably can and get as close to zero emissions as possible.

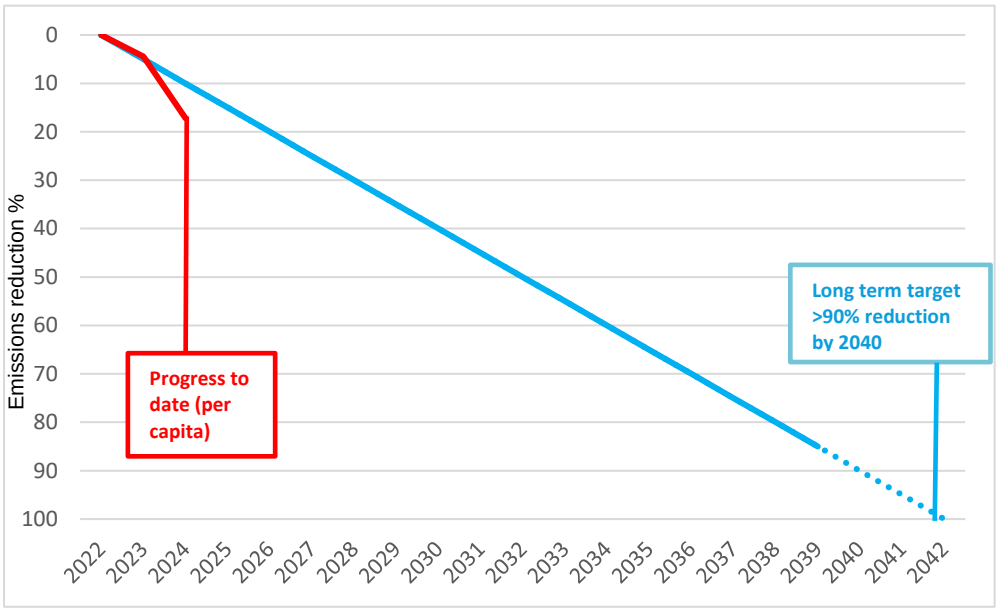


Figure 3: JBA Group science-based net zero emissions reduction target versus per capita progress to date

To ensure our approach is robust, we've committed to establishing a science-based net zero emissions reduction target with the SBTi. In 2024, our greenhouse gas emissions reduction targets were validated by the Science Based Targets Initiative. This is a significant milestone in our journey to reaching Net Zero, and reflects JBA's commitment to aligning with the global goal of limiting warming to 1.5°C. Our validated targets include ambitious near-term goals to reduce emissions across our operations and supply chain, as well as a long-term goal to achieve Net Zero by 2040.

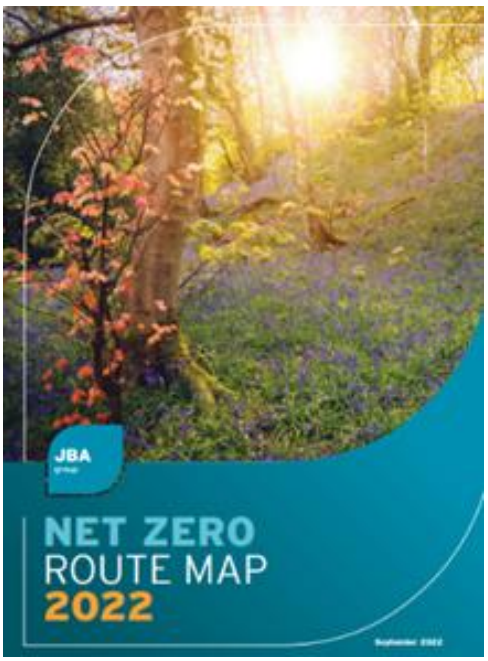
To meet the SBTi criteria, we need to cut our emissions by at least 90% by 2050 compared to our 2021-22 baseline year. However, we've set ourselves a more ambitious target: to reduce emissions by at least 90% by 2040 at the latest. Our net zero target is:

"JBA Group is committed to achieving its science-based GHG emissions reduction target aligned with limiting global warming to 1.5°C and will achieve Net Zero GHG emissions no later than 2040."

To help us achieve it, we've developed a set of near-term science-based targets, aimed at making deep cuts in our emissions by 2030. Our near-term targets are to:

- Reduce scope 1 and 2 GHG emissions 90% by FY2030
- Reduce scope 3 GHG emissions from business travel 70% by FY2030
- Reduce scope 3 GHG emissions from employee commuting 65% by FY2030
- Ensure that 75% of our suppliers by emissions covering purchased goods and services and capital goods will have science-based targets by 2027.

3.1.4 Net Zero Route Map



In September 2022, we published our JBA Group Net Zero Route Map, which sets out the actions we'll take to help achieve our ambitious objective to become a net zero GHG emissions business.

The Route Map and supporting Action Plan include a broad, integrated suite of actions – new procedures, initiatives, and investigations – that target all aspects of our business and operations, focussing on 10 key 'Carbon Cutting Priorities' that represent the key steps we need to take to reach net zero.

Cutting our emissions to zero will require everyone at JBA to work differently, making low carbon a positive choice that informs everything we do. This will include actions focused on supporting our staff to adopt low-carbon thinking and behaviours, embedding carbon reduction in our business planning and decision-making, reducing waste and emissions from our offices, business travel, and staff homeworking and commuting, cutting emissions from the goods and services we buy, encouraging and supporting our suppliers to decarbonise, and embedding low carbon in the projects we deliver for our clients.

Our Route Map and Action Plan are important steps on our journey to net zero. However, we know we don't yet have all the solutions, so our Route Map is flexible. We'll continuously refine and expand our action plan as needed to ensure our efforts stay on track. We also want to learn from what others are doing, tapping into clever ideas and new practices, whilst communicating what we're doing so others can learn from us.

Table 6: JBA Group Emissions Reduction Dashboard

Year	Total Emissions tCO2e	Reduction from previous year %	Reduction from baseline year %
2021-22 (baseline)	3,847	-	-
2022-23	4,082	+6.11	+6.11
2023-24	3,727	-8.7	-3.12

Table 7: JBA Carbon Cutting Priorities to meet our net zero objective

	Cultivate a carbon conscious culture	We will provide new information, guidance, tools, and procedures to help staff embed low carbon thinking in their daily decision-making and will make low carbon a top priority for all our operations and business planning.
	Powered by renewable energy	We will collaborate with our landlords to agree 100% renewable energy contracts for all our offices.
	Energy efficient offices	We will minimise our energy use, increase the energy efficiency of our office spaces, and seek opportunities to generate our own energy.
	Buy less and buy better	We will minimise what we buy and ensure that what we do buy is more sustainable, prioritising products with a low environmental and climate impact and products that meet circular economy principles, minimising waste and the use of raw materials, energy, and other resources.
	Cut carbon from our supply chains	We will encourage and support our suppliers to set their own science-based emissions reduction targets and will prioritise suppliers who are committed to taking meaningful action to minimise their climate impacts.
	Prioritise low carbon business services	We will choose business service providers – including insurance, financial, telecoms, IT equipment, and couriers – who have robust science-based emission reduction targets.
	Zero waste offices	We will take steps to minimise the waste we produce, by buying less and buying better, and will recycle everything that remains so that we achieve zero waste to landfill at all our offices.
	Ultra-low emissions travel	We will put in place new initiatives so that our land-based business travel is by public transport or low emissions vehicles, and take steps to discourage air travel.
	Cut carbon from commuting	We will provide practical advice, guidance, and other support to help staff to reduce emissions from commuting and agile working.
	Deliver low carbon projects	We will further embed low carbon thinking in our projects, prioritising local delivery, promoting low carbon and circular economy design principles, and encouraging low carbon innovation.

3.1.5 Monitor and report paper use, business waste, water use, metered energy use, and business travel

Office paper consumption

Table 8: Paper use (in kg) at our offices in 2023-24

JBA year	Virgin paper	Recycled paper	Total paper	Paper per capita	Change per capita	Recycled paper
2019-20	235	1,366	1,600	2.67	-55.9%	85.3%
2020-21	133	751	884	1.45	-45.7%	85.0%
2021-22	173	733	906	1.23	-15.2%	81.0%
2022-23	77	811	889	1.17	-4.9%	91.2%
2023-24	33	560	593	0.8	-31.6%	94.4%

In 2023-24, paper use decreased by 33% compared to our previous year and we are using a greater proportion of recycled paper. Overall paper use remains substantially lower than earlier years. For example, paper use in 2023-24 was 62% lower than in 2019-20, representing a decrease of over 100kg of paper. Our per capita paper is now below 1kg for each member of staff. This builds on reductions achieved in previous years. Figure 4 shows per capita paper use for the last two years at the offices where we can measure this. This shows the wide variation in paper use at our offices, reflecting different client requirements, staff numbers and the types of projects we undertake. We encourage our clients to consider electronic documents only.

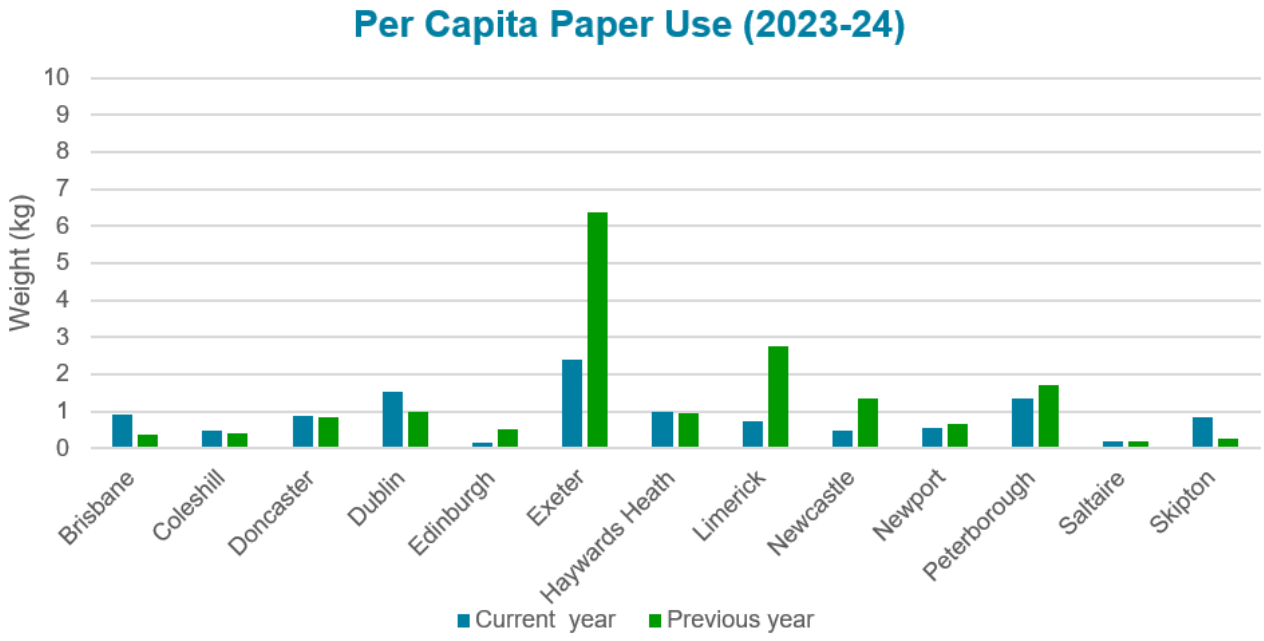


Figure 4: Per capita paper consumption at our offices and across the JBA Group

Business waste

Table 9: Waste generation and disposal at our offices in 2023-24

	Total	Total	Landfill	Landfill	Recycle	Recycle	Recycle
Year	Total (kg)	Per capita (kg)	Total (kg)	Per capita (kg)	Total (kg)	Per capita (kg)	Total (%)
2019-20	8,202	13.70	2,903	4.85	5,300	8.85	65%
2020-21	9,786	15.33	2,245	3.51	7,541	11.81	77%
2021-22	6,648	9.41	3,565	5.05	3,082	4.36	46%
2022-23	7,289	9.61	3,586	4.73	3,702	4.88	49%
2023-24	12,754	15.84	8,003	9.94	4,751	5.90	37%

We're able to monitor and record the waste we produce at most of our offices. We estimate our waste using a set of conversion factors based on the average weight of different waste types and different waste containers. This allows for comparisons between offices and years. In 2023-24, we increased the estimated weights of some of our offices' waste collections to better reflect actual collection mass. This has resulted in a sharp increase in our overall waste figures. However we now have more confidence in the accuracy of our reporting. If we were to apply the same factors to our 2023-24 waste collections as previous years, this year's total weight would be 7,961kg. This figure would represent a proportional increase of about 9% on the previous year. We will continue to refine our estimations to ensure our reporting is as accurate as possible.

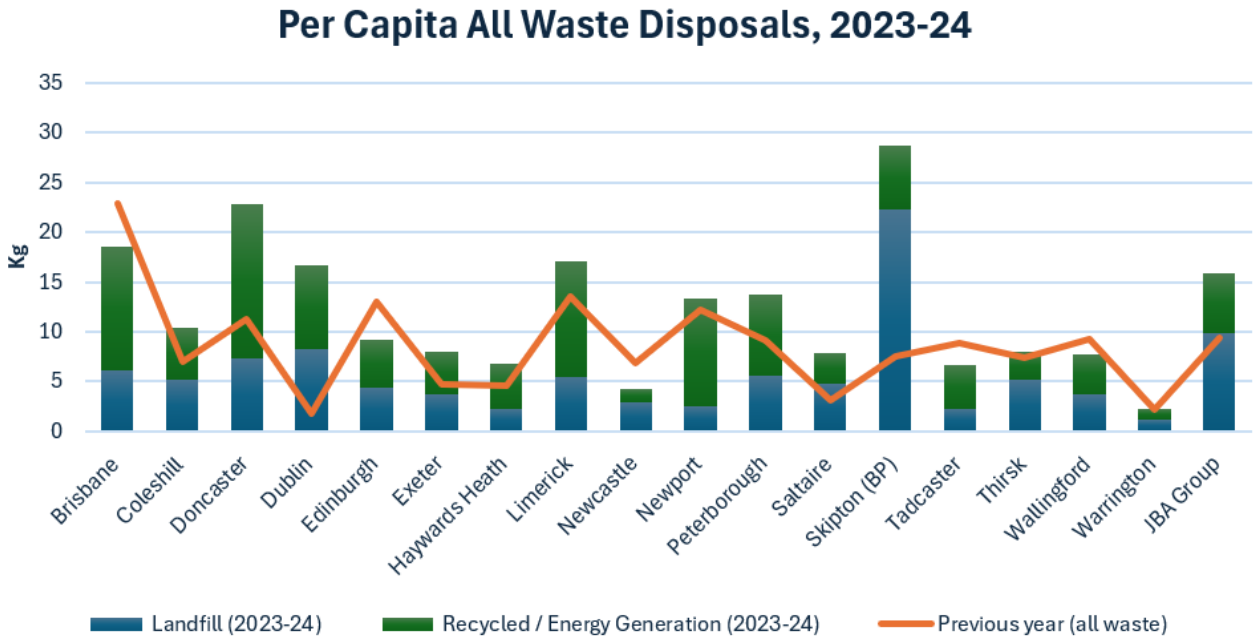


Figure 5: Per capita business waste at each JBA office and across the JBA Group

Water consumption

Table 10: Water consumption at our offices in 2023-24

	2023-24	2022-23	2021-22	2020-21	2019-20
Total water consumption (litres)	326,000	280,000	240,000	541,000	400,000
Per capita water consumption (litres)	2,403	2,082	1,880	4,412	4,530

We monitor water consumption at our offices where our water use is separately metered. Until this year, this was only possible at our Doncaster, Edinburgh, Newport, and Tadcaster offices. However, we are now receiving meter readings from our offices in Exeter and Bucharest. The amount of water consumed in 2023-24 was higher than that used in 2022-23, owing to the addition of these new offices to the tally.

Energy consumption

Table 11: Energy consumption at our offices in 2023-24

	2023-24	2022-23	2021-22	2020-21	2019-20
No. offices directly monitored	11	11	11	11	14
No. offices with renewable electricity	8	7	7	6	7
Renewable electricity used (kWh)	586,942	748,758	635,235	568,667	525,089
Non-renewable electricity used (kWh)	166,272	102,367	165,617	186,618	247,941
Total electricity used (kWh)	753,214	851,125	784,008	755,285	773,029
Per capita electricity used (kWh)	1,151	1,257	1,266	1,381	1,718
Total gas used (kWh)	72,826	67,653	64,189	66,407	94,025
Per capita gas used (kWh)	856	856	809	874	930

We calculate our energy use at locations where JBA energy consumption is metered separately to that of other occupants. In 2023-24, we were able to directly monitor our energy consumption at 11 JBA offices. Eight of these offices benefit from a renewable electricity tariff and around 75% of our staff across monitored offices are benefitting from renewable electricity.

In 2023-24, total electricity consumption at these monitored offices decreased by 11% compared to the previous year. However, the proportion of non-renewable electricity rose by 12%. Total gas consumption at monitored offices increased by 8% in 2023-24 compared to our previous year however this increase was not reflected in our per capita figures, which remained in line with last year's figure.

By far the largest form of office energy is electricity and so it is important that we concentrate our efforts on managing our electricity consumption. Where we control the electricity contract for our office, we purchase electricity from certified 100% renewable sources. In 2023-24, we undertook an ESOS audit and will be implementing some of the resultant energy saving recommendations.

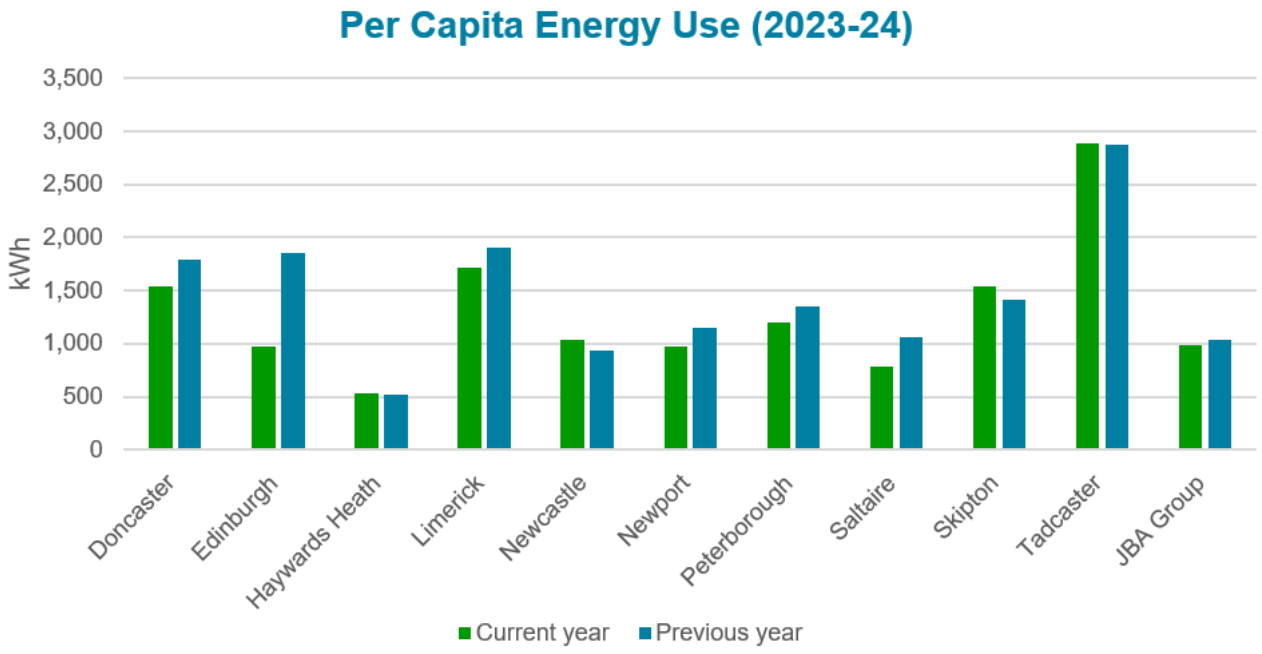


Figure 6: Per capita energy use at each monitored office and across the JBA Group

Business travel

Table 11 provides a summary of annual business travel for the 2023-24 year and the previous four years using all relevant modes of transport. It shows that the overall number of miles travelled decreased over the past year. In 2023-24, JBA staff travelled approximately 2% fewer miles than in 2022-23. This is particularly encouraging given the number of external projects we worked on increased by 15%.

Table 12: Business travel across all relevant modes of transport in 2023-24

Mode	Miles 2023-24	Miles 2022-23	Miles 2021-22	Miles 2020-21	Miles 2019-20
Hire Car	248,176	322,290	303,948	257,143	163,624
Rail	738,848	475,796	251,772	64,709	261,872
Bus/Coach	4,659	3,525	3,048	1,384	1,362
Taxi	8,423	8,853	4,517	1,264	5,138
Aeroplane	209,901	384,046	258,031	15,328	285,039
Fleet car (elec)	182,250	126,393	26,966	1,161	167
Fleet car (fuel)	107,132	148,069	206,360	143,728	155,096
Private car	168,979	230,879	385,023	368,927	275,799
Motorbike	0	802	0	20	65
Ferry	1,854	4,955	3,911	1,287	1,096
Total	**1,670,221**	**1,706,013**	**1,443,596**	**855,119**	**1,149,320**

Key points to note within these figures:

- On a per capita basis, the number of miles travelled decreased from 1,882 miles per person in 2022-23 to 1,662 miles per person in 2023-24, which represents an 11% drop.
- The number of miles travelled in all forms of car transport decreased last year except for public transport (rail, bus/coach) which saw an increase in use for the third year in a row (+55% on previous year). Total car mileage in 2023-24 was 706,537 miles, over 120,000 miles fewer than the previous year.
- Air travel has also decreased significantly (-45%) in the last year.
- For the first time, mileage in company pool cars exceeds mileage in hire cars. We are particularly encouraged that the bulk of pool car miles were made in EVs, marking another first for JBA.

We're committed to:

- Rigorously promoting our Travel Hierarchy guidance to minimise business travel and encourage the use of more sustainable modes of transport for essential travel;
- Making maximum use of virtual meetings and methods of communication;
- Supporting agile and flexible working;
- Replacing our diesel pool cars with electric vehicles; and
- Encouraging our clients to minimise project travel requirements.

3.2 EMS Key Action: Improve the environmental and sustainability performance of our work for clients

We work with many prominent clients across a wide range of service areas. We think and act like partners, not simply advisors, and we share our clients' aspirations and objectives. We have a responsibility to support our clients and help them improve their sustainability performance and we do this through the quality of the services and solutions we deliver.

This section provides a selection of examples of how we ensure we deliver high quality and help our clients to protect and enhance the environment.

3.2.1 Quality service delivery

The number and breadth of clients we work with continues to grow. In 2023-24, we delivered project work on behalf of over 840 clients across the JBA Group. This figure considers different regions or departments within national public sector organisations, such as the EA as separate clients because its work is often independent and is commissioned through differing means. The number of new external projects we were commissioned to deliver again exceeded over 1,790 across the JBA Group.

To ensure we deliver consistent high-quality work for our clients, we maintain a Quality Management System (QMS) certified to the ISO 9001:2015 standard. Our QMS supports continual improvement in the efficiency and effectiveness of our operations to help us provide a service that meets or exceeds the expectations of our clients and interested parties and conforms to applicable statutory or regulatory requirements.

Our QMS is supported by a range of objectives and actions and we measure, monitor, and report on our performance against these objectives and actions throughout the year. Our overarching quality objective is *"Consistent provision of high quality services, satisfied clients and a profitable, sustainable business."*

We monitor our performance using a variety of means and we request client feedback each month against a range of key performance indicators (KPIs) and analyse responses received. We also regularly undertake internal project audits to review the operation and implementation of our QMS processes, and in 2023-24 we undertook 71 internal audits. Any non-conformities or improvement opportunities were translated into actions that were then monitored to ensure corrections were made, where necessary, or lessons learned for the future.

3.2.2 Environmental management accreditations

ISO-14001

We have been certified to ISO-14001 and its predecessor standards since 2008. This certification was renewed in 2023 following a successful external recertification audit. It confirms that our Environmental Management System (EMS) helps to enhance our environmental performance, fulfil our compliance obligations, and achieve our environmental objectives.

To help us ensure our EMS is achieving its intended outcomes and meeting our requirements, we undertook 22 internal EMS audits during 2023-24, 3 more than the previous year. These audits focused on the environmental performance of our offices and sought to test whether our EMS is effectively implemented, compliant with the ISO standard and other requirements, and is readily understood and applied throughout JBA.

The audit process is particularly important for identifying new opportunities to improve the environmental performance of our offices and contribute to our sustainability objectives. Many of these are recorded on our 'Sustainable Actions and Good Ideas Log', with priority actions then implemented across JBA.

Environmental Impact Assessments

Since 2018, JBA Consulting has been accredited with the Institute of Environmental Management and Assessment (IEMA) as an EIA Quality Mark organisation. The EIA Quality Mark is a scheme that enables organisations that lead the coordination of statutory EIAs in the UK to make a commitment to excellence in their EIA activities and have this independently reviewed. Our EIA teams support IEMA with best practice case studies and provide training to the wider profession, as well as develop a suite of internal courses.

For projects requiring a statutory EIA, there is a legal requirement that the 'likely significant environmental effects' are reported by competent experts. Our Register of Environmental and EIA Resources identifies our EIA Coordinators and EIA Topic Specialists who have the depth of knowledge and experience required to produce and technically review EIA assessments.

Ecological Services

JBA Consulting has held Registered Practice accreditation with the Chartered Institute of Ecology and Environmental Management (CIEEM) since April 2020. CIEEM is the leading professional body representing ecologists and environmental managers across the UK and Ireland. It seeks to promote the highest standards of professional practice within the industry.

Registered Practices are champions of high professional standards and deliver the best outcomes for biodiversity. They're ambassadors in their field, helping to raise the profile of the profession by sharing expertise and supporting others to do more for our natural world.

Registered Practices are at the forefront of the environmental management profession. This is reflected in the busy and successful year our ecology teams had providing ecological survey and assessment advice to a wide range of clients.

BREEAM

BREEAM Infrastructure (Formerly CEEQUAL) is an evidence-based sustainability assessment, rating and awards scheme delivered by the Building Research Institute (BRE). One of the key objectives of BREEAM is to create a climate of sustainability awareness and facilitate continuous improvement in the profession and industry of civil engineering, infrastructure, landscaping, and public realm projects.

In 2023-24, JBA Labs funded the development of a new BREEAM Infrastructure Dashboard to assist JBA assessors whilst tracking the progress of project assessment scores. This BREEAM Dashboard tool also helps the assessor present the assessment progress graphically to the client and project teams. In December 2023, the JBA BREEAM team held a companywide lunchtime webinar to highlight the BREEAM work being completed within the CDF schemes and the lessons learnt from the first BRE verification in April 2023 of the Star Inn Gates project. This webinar highlighted the continued collaborative teamwork between EA staff, our assessors and other delivery partners to improve the sustainability of a range of large-scale coastal and fluvial flood risk management projects in the Southeast Hub on the Collaborative Development Framework (CDF).

3.2.3 Recognising good practice

New Civil Engineer awards - Impact in Water and Environment

Figure 7: Accepting the Impact in Water and Environment Award

JBA Consulting took home a prestigious New Civil Engineer awards, named as a winner in the Impact in Water and Environment category. This award recognises our dedication to delivering lower carbon solutions and ongoing investment in our people and Innovation.

Irish Landscape Institute Design Awards

Figure 8: The JBA Ireland Team and their two awards

JBA Ireland picked up two awards at the Irish Landscape Institute Design Awards. The team were Highly Commended in the Commercial Landscapes category for work at the Quantum Distribution Park, Dublin and Highly Commended in the Landscape Planning and Assessment category for the Brownsbarn LRD Citywest, Dublin LVIA project.

Construction Excellent Awards Yorkshire and Humber

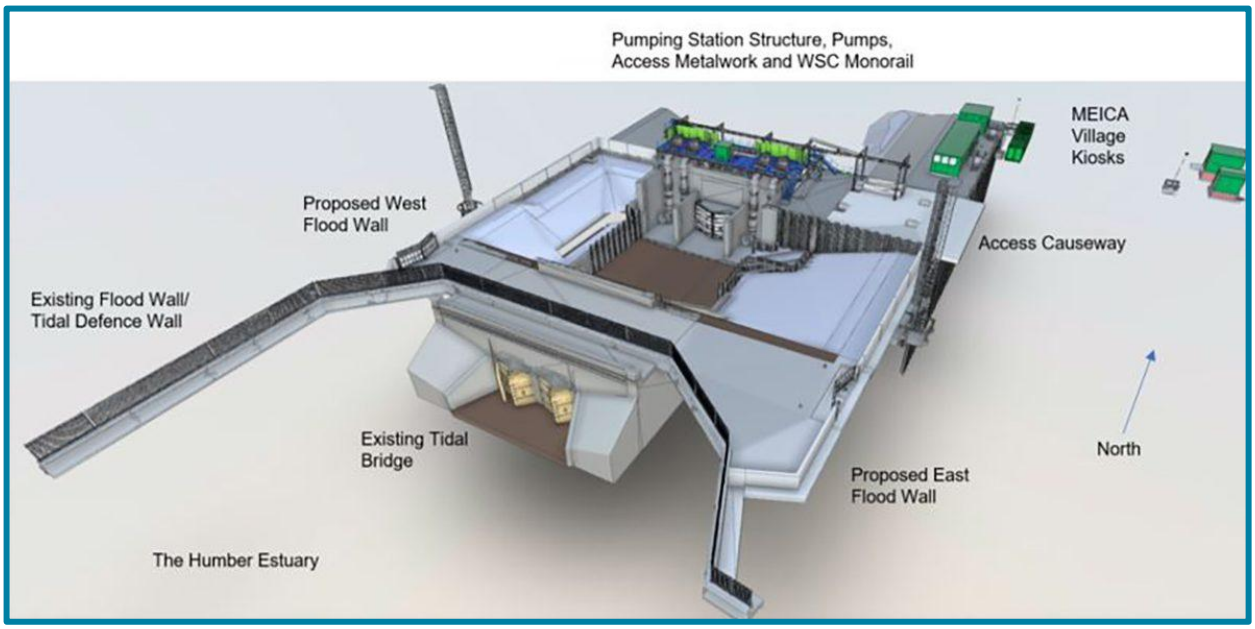


Figure 9: East Hull Pumping Station 3D Revit model

JBA Bentley was Highly Commended in the Construction Excellent Awards Yorkshire and Humber in the Infrastructure Project of the Year at the Construction Excellent Awards Yorkshire and Humber for their work on the Holderness Flood Alleviation Scheme.

The alleviation scheme is a £28 million initiative by the EA, executed between 2018 and 2024, to mitigate flood risks in the Humber region. The project encompasses two primary components: the construction of a new pumping station in East Hull and the development of a flood storage area at Castlehill along the Holderness Drain. This drain serves as the sole outfall for a 238 km² drainage catchment and experiences backups during high tides in the Humber Estuary, leading to significant flood risks during heavy rainfall, as evidenced by the 2007 floods in Hull city centre.

The East Hull Pumping Station was constructed within the existing drain's footprint to minimize land acquisition costs and habitat disruption. It features a 20% overdrive capability, allowing temporary increases in pumping capacity, thereby enhancing climate resilience and delaying future upgrade needs. The Castlehill 'Aquagreen' provides additional flood storage, new woodland habitats, and accessible walking routes, offering social, environmental, and economic benefits while reducing peak demands on the pumping station.

Baltic Quarter Blue-Green Corridor

Figure 10: Aerial view of the Baltic Quarter Blue-Green Corridor

JBA Consulting was highly commended in the New Commercial SUDs category at Susdrain SuDS Awards 2024 for our work on the Baltic Quarter Blue-Green Corridor, a 400-meter linear park in Gateshead. This multifunctional Sustainable Drainage System project revitalized a former industrial brownfield site into a vibrant green space that manages surface water and enhances the urban environment.

The corridor employs a combination of nature-based and engineered solutions, including detention basins, ponds, swales, tree pits, and check weirs, to manage flood risks associated with 1-in-100-year storm events, accounting for climate change projections. Designed to handle future development needs, it provides surplus drainage capacity, facilitating adjacent regeneration projects.

Beyond its technical functions, the corridor offers significant community benefits. It creates a multifunctional green space that improves air quality, reduces the urban heat island effect, and fosters biodiversity by establishing new wildlife habitats. The design includes safe walking and cycling routes, encouraging active travel, and features elements of informal play, catering to children's needs in the public realm. A boulevard of trees and varied planting schemes enhance the aesthetic appeal, providing residents, visitors, and office workers with spaces for recreation and reflection.

3.3 EMS Key Action: Influence our stakeholders to deliver best practices and outcomes for the environment and sustainability

Elland Rail Station Project – West Yorkshire

Elland, a town in West Yorkshire between Halifax and Huddersfield, received planning permission for a new train station in 2023. To support this development, JBA prepared and secured approval for a suite of access works for Calderdale Council, ensuring safe walking and cycling routes to and from the station. These works include two new bridges over the Calder Navigation Canal and River Calder, widened towpaths, pedestrian crossings, and park landscaping.

While not legally required to meet the 10% Biodiversity Net Gain (BNG) under the Environment Act 2021, Calderdale Council aimed to set a strong example. At the time, BNG was still in its early stages, presenting challenges that JBA successfully navigated. One key issue was the scheme's extensive red line boundary, which, despite minimal watercourse impact, affected BNG unit calculations. JBA refined the boundary to better reflect the development footprint, resolving this discrepancy.

Balancing ecological and landscape priorities was another challenge. Native species would maximize BNG scores, but ornamental planting was more suitable for the park's formal setting and child-friendly use. The solution: ornamental species near the play area and native trees within hedgerows to enhance biodiversity.

Through collaboration, problem-solving, and negotiation between JBA and the council, the scheme secured planning permission. This milestone marks a major step in creating a more connected, economically vibrant, and sustainable town.

Figure 11: Visualisation of bridge proposed at Riverside Park

River Gade Restoration Project

The River Gade, a rare and ecologically important chalk stream, is being restored at Gadebridge Park, Hemel Hempstead, through a scheme designed to naturalise the watercourse and enhance habitats.

The final design includes two footbridges to improve access to nature and a designated entry point for people and dogs to enjoy the water responsibly. JBA successfully negotiated a reduction in pre-commencement conditions and secured planning permission at committee.

Construction began in Autumn 2024 and is set for completion in Spring 2025. Once finished, the project will enhance natural flood management, improving climate resilience, create better habitats for species such as water voles, and provide new opportunities for people to connect with the river and nature.

Figure 12: Indicative visualisations of Gadebridge Park with new bridge

Kinmel Bay Coastal Defence Scheme

The coastline at Kinmel Bay, North Wales, faces increasing flood risk due to rising sea levels and more frequent storms driven by climate change. In some areas, existing coastal defences require strengthening and height increases to meet future challenges. Working alongside Amey and LDA Design, JBA developed a scheme to provide new and upgraded defences for Conwy County Council.

JBA's Planning Team led the coordination and submission of the Environmental Impact Assessment application, working closely with the council, coastal engineers, and landscape architects to ensure compliance with local and national policy. JBA also managed the statutory Pre-Application Consultation, identifying and notifying adjacent landowners, recording all stakeholder and community engagement, and attending public consultation events.

Planning permission was secured in October 2023, and construction is now underway. The Kinmel Bay Coastal Defence Improvements Scheme will reduce long-term flood risk for almost 2,300 residential and commercial properties by the year 2121 while enhancing public spaces and beach access for local residents and visitors. Once completed, the scheme will provide lasting benefits to the coastal community.

Figure 13: Indicative visualisation of proposed St Asaph Avenue Hub (LDA Design, 2023)

Buzzing Embankments

JBA was commissioned for the third phase of Buzzing Embankments to support the EA in enhancing flood embankment management for pollinators. This work led to the development of nine tailored grassland species mixes, designed to suit diverse environmental conditions while meeting engineering constraints. The project was informed by stakeholder interviews and an in-depth literature review on establishment techniques. Each seed mix was carefully illustrated to depict both above- and below-ground growth, providing practical guidance for future use.

This phase contributes to the EA's commitment to the National Pollinator Strategy and broader nature recovery goals, including Biodiversity Net Gain. The findings will help shape future flood embankment standards, design guidance, and specifications, as well as influence international decision-making through the Levee Safety Partnership.

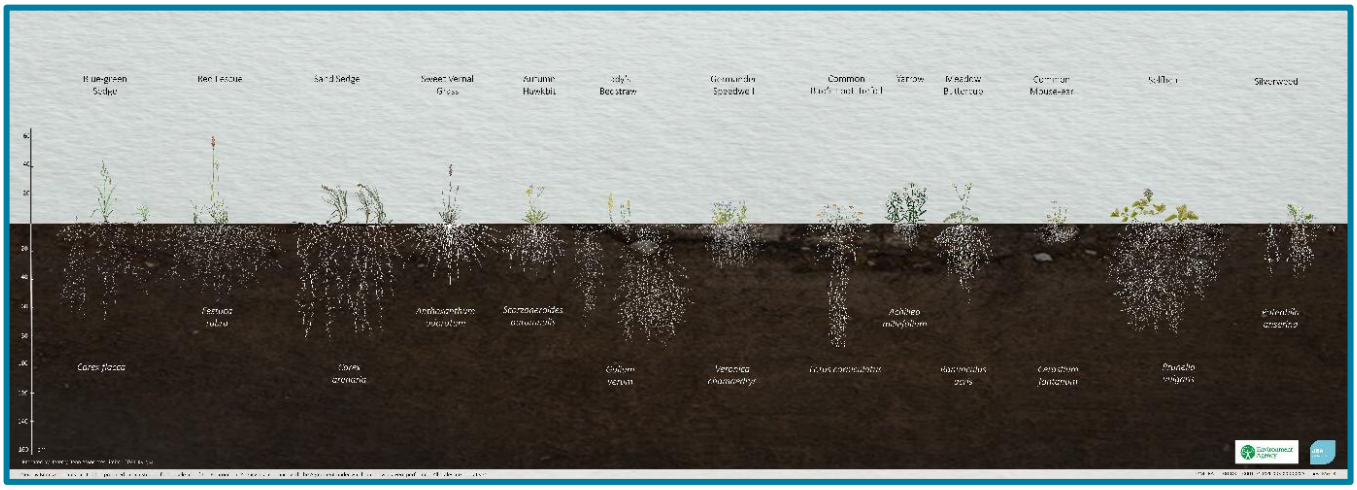


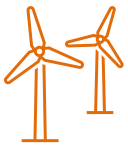
Figure 14: Example seed mix illustration.

4 Sustainability achievements beyond our EMS Key Actions

4.1 Sustainable operations

The sustainability of our operations is central to our business philosophy and we're committed to minimising the environmental impacts of our operations and activities – including reducing our GHG emissions to net zero. We've successfully developed a reputation as a leading supplier of sustainability advice, and sustainability considerations inform our decision-making across all of our operations, services, and business activities.

In this section we highlight some of the sustainability-related improvements and initiatives we've put in place over the past year.



Office energy supplies

We've monitored our office energy consumption since we first gained ISO-14001 certification in 2009 and have sought to put in place measures to reduce the energy we use and the environmental impacts of our energy use. A key way to reduce our impacts is to purchase energy from renewable sources. Where we have control of the electricity contracts for our offices, we purchase certified 100% renewable electricity, whilst at our other offices, we've actively sought to influence the building management company to switch to renewable electricity. Eight of our offices – comprising our offices in Doncaster, Limerick, Newport, Peterborough, Saltaire, Skipton, Tadcaster and Warrington – benefited from renewable electricity in 2023-24.

We operate EV pool cars at several of these offices, which already benefit from EV car chargers, meaning that business travel using these cars has the potential to be zero emissions. Over half of our pool car fleet is now comprised of EVs. We'll work hard during 2024-25 to increase the number of offices that benefit from a renewable energy supply – this includes both electricity and gas supplies – with the aim that all of our offices are powered with renewable energy within the next few years.

Low carbon business travel

The JBA Travel Hierarchy guides our staff to think carefully about the environmental impacts of any business travel they undertake. We've used this tool to guide our business travel decisions for many years. During the period between mid-2020 and late 2021 we established a temporary Travel Hierarchy to respond to the needs of the Covid-19 pandemic. This meant we prioritised the use of cars over public transport to enable Covid-secure essential travel. However, in October 2021 we were able to remove many of these restrictions and published a refreshed Travel Hierarchy. The lowest carbon and safest option is no travel at all and this is reflected in the core message of our new Travel Hierarchy: *"Only travel when absolutely necessary"*.

For essential travel, the hierarchy is clear that active travel – walking and cycling – must be considered first. Public transport is first choice for longer journeys. However, if public transport is not feasible and driving is the only option, the Travel Hierarchy promotes EV use over other forms of car travel. EVs have zero tailpipe emissions, and their environmental footprint is much lower than a petrol/diesel car.

Emissions from our business travel represent a sizeable chunk of the JBA carbon footprint and reducing our travel-related emissions is an important step towards reaching net zero. To help us meet our goal, we have invested in expanding our EV pool car fleet to replace several of our diesel pool cars, taking our number of EV pool cars to 16. The new cars can all travel well over 200 miles on a single charge, meaning most car journeys we make should be readily achievable in an EV. To support the adoption of EVs, we continued our programme of EV charger installation at our offices, with new chargers installed at our Doncaster, Exeter and Peterborough offices, bringing our total to nine offices with EV charging facilities, with installations planned for further offices.

Encouraging low carbon commuting

To support our net zero ambition, we encourage JBA staff to use low carbon transport when commuting. We've had an Environmental Reward Scheme since 2007, which rewards staff who regularly use low carbon means to commute to work. Under the new scheme, staff can gain a daily reward each day that they travel to/from their normal place of work using one of a defined set of low carbon modes of transport. Every journey could contribute towards our carbon footprint and so our new reward scheme makes every journey count. In 2023-24, 483 colleagues from across JBA gained a reward under the scheme.

As a significant component of our carbon footprint, we recognise that other measures are needed to support our objective to reduce GHG emissions from private car use, from both commuting and business travel. To help cut emissions, we introduced an EV salary sacrifice scheme in partnership with Octopus EV Ltd, open to all permanent employees.

Enhancing the sustainability of our supply chain

We take all reasonable measures to minimise the environmental impacts of our business and ensure our use of natural resources is sustainable and environmentally responsible. This extends to our supply chain and we recognise the important contribution our suppliers make to the success of JBA.

We aim to develop positive and lasting relationships with our suppliers and support our suppliers to achieve the highest legal, ethical, and environmental standards. We champion use of micro-businesses, small and medium-sized suppliers (SMEs), and local suppliers

as appropriate, recognising the benefits this provides to the communities in which we operate. In 2023-24, 517 suppliers had ‘Approved Supplier’ status, of which 73% were SMEs or sole trader businesses.

We continued to strengthen our supplier approval process, to better align it with our net zero ambition and wider sustainability objectives. Our new process provides more detailed information on the sustainability credentials and performance of our suppliers, including information on sustainability accreditations, carbon emissions reduction targets, and wider actions to reduce their resource use and the environmental impacts of their resource use.

With the validation of our science-based targets, we are committed to encouraging our supply chain to adopt their own emissions reduction targets. In 2024-25 we will engage with our top suppliers to support them on this work. As our supply chain forms the single largest source of emissions in our carbon footprint, it is essential that we work with our suppliers to reduce our environmental impact together.

IMS Sustainability Hub

We’ve continued to develop and expand the Sustainability Hub on our IMS intranet site to provide a helpful source of information and guidance that all our staff can use to explore individual, project, and corporate sustainability matters.

Sustainability Champions

Our office Sustainability Champions group work with colleagues to make our offices and everyday working practices more sustainable. The Sustainability Champions also help us to promote good practices more widely, so a positive initiative in one office can be readily applied elsewhere.

Agile working

Our Agile Working framework continues to provide employees with more choice over how and when they work, helping to enhance work-life balance and wellbeing. Our investment in IT systems and hardware, continued focus on health and safety, and enhanced IMS processes has allowed JBA to rapidly change from a largely office-based business model to blended working, with working from home in part or in full the way of choice for many JBA colleagues.

Agile working has enabled us to continually improve the way we work and to increase flexibility. It has also created opportunities to attract new staff from a wide and diverse pool and has helped us to reduce the impacts of our business and operations, contributing to our net zero target and wider sustainability objectives.

4.2 JBA community

JBA staff numbers

The number of permanent staff employed at JBA has steadily increased year-on-year for the past 10 years. In 2023-24, the average number of employees increased to 955 – this included both full time and part-time staff – whilst the average number of permanent employees across the JBA Group was 900 in 2023-24.

Gender balance within JBA

The overall gender split within the JBA Group in 2023-24 was 59 / 41 (% male / female), which showed a slight increase (1%) in the proportion of female employees compared with the previous year. We recognise the need to further promote gender equality within JBA and over the past several years we've made a range of important changes to strengthen our policies and practices to promote gender equality and the empowerment of women.

JBA graduate scheme

JBA operates a flourishing Graduate Scheme across several of its operating companies. Our scheme is a two-year programme aimed at providing our graduates with a comprehensive foundation for their career with us. It provides them with the opportunity to learn about different facets of our business, to work with a wide range of staff, and to try different disciplines first-hand.

The experiences they gain during these graduate years support them to develop, focus, and build a successful career. On successful completion of the scheme, staff then follow our Development and Training Programme, tailored towards their specialist disciplines and future ambitions, which is also designed to directly support them to achieve membership of a chartered institution.

About 80 employees are on the Graduate Scheme at any one time. The current intake is roughly 30-40 graduates per year split equally across JBA disciplines. Graduates are mostly recruited through our dedicated annual recruitment event, which takes place between September and November each year

Apprenticeships with JBA

JBA Consulting offers a wide array of apprenticeship opportunities across the company. Our apprentices include people joining as new recruits or existing employees wanting to upskill, and the company offers apprenticeships from Level 3 (advanced) up to Level 7 (higher/degree) in a variety of disciplines including flood risk management, software development, business administration, IT, and civil engineering. We consider our apprenticeship programme as a valuable and effective way to grow the

talent across JBA and develop motivated and skilled staff members that make an important contribution to the JBA community.

In 2023-24, we increased the number of apprenticeship places available, employing 47 permanent apprentices, an increase of four places from the previous year.

Research and development

At JBA, innovation is a core part of our culture. It enables us to use the latest technical knowledge to develop new products and services for our clients, setting us apart from other consultancies and keeping us agile and diverse as a business. Successfully funding innovation since 2022, JBA Labs is our accelerator programme helping to advance innovation through project delivery at all scales from creating more efficient methodologies to developing game-changing innovations.

During 2023-24, JBA Consulting invested over £1million into innovation, funding over 60 independent projects as well as driving forward innovation in Artificial Intelligence (AI) in key business areas, to enhance our services for clients and open new opportunities. In support of JBA's Green IT Strategy, we are exploiting the potential of AI to bring improvements to our carbon and resource footprint.

Project investment this year included a study into the potential benefits of a travel planning carbon tool which explored how such a tool could contribute to JBA's sustainability targets as well as support the wider JBA Net Zero Roadmap objectives. JBA Labs also funded the development of an online Environmental Statement (ES) tool which was developed to reduce the reliance on paper use for large statutory reports, enabling the user to access the findings in an online format.

Charitable grants and in-kind contributions

In 2023-24, we continued to support a wide range of events to raise awareness and promote knowledge and learning about risks in the water environment, particularly through the JBA Trust.

The JBA Trust supports and promotes scientific research, education, and training in the fields of environmental risk and resource management, with a particular focus on water. It works with leading academic researchers and other charities to create opportunities for research-based placements and to support students and courses in higher education.

The JBA Group works closely with JBA Trust, providing opportunities for staff across JBA to contribute to the Trust's projects and initiatives. This year, JBA Trust engaged in various educational and research initiatives focused on climate change, flood risk management, and environmental education. They supported the Climate Ambassadors' event at the Great North Museum in Newcastle, demonstrating how models like their wave tank can be used in educational settings to explore climate change impacts. In collaboration with Lancaster University's 'Nurturing Talent' program, students participated in the wave tank

challenge game, designing solutions for coastal flood resilience and examining the effects of climate change on coastal communities.

The London Fire Brigade opened a new Water Safety Centre for Excellence at Twickenham Fire Station, aimed at promoting safe interactions with the River Thames. JBA Trust's large river flume was featured to illustrate river behaviours and the potential dangers of currents. Additionally, students from Yorkshire schools explored river engineering and ecology, learning how structures like weirs and culverts affect river flow and local ecosystems.

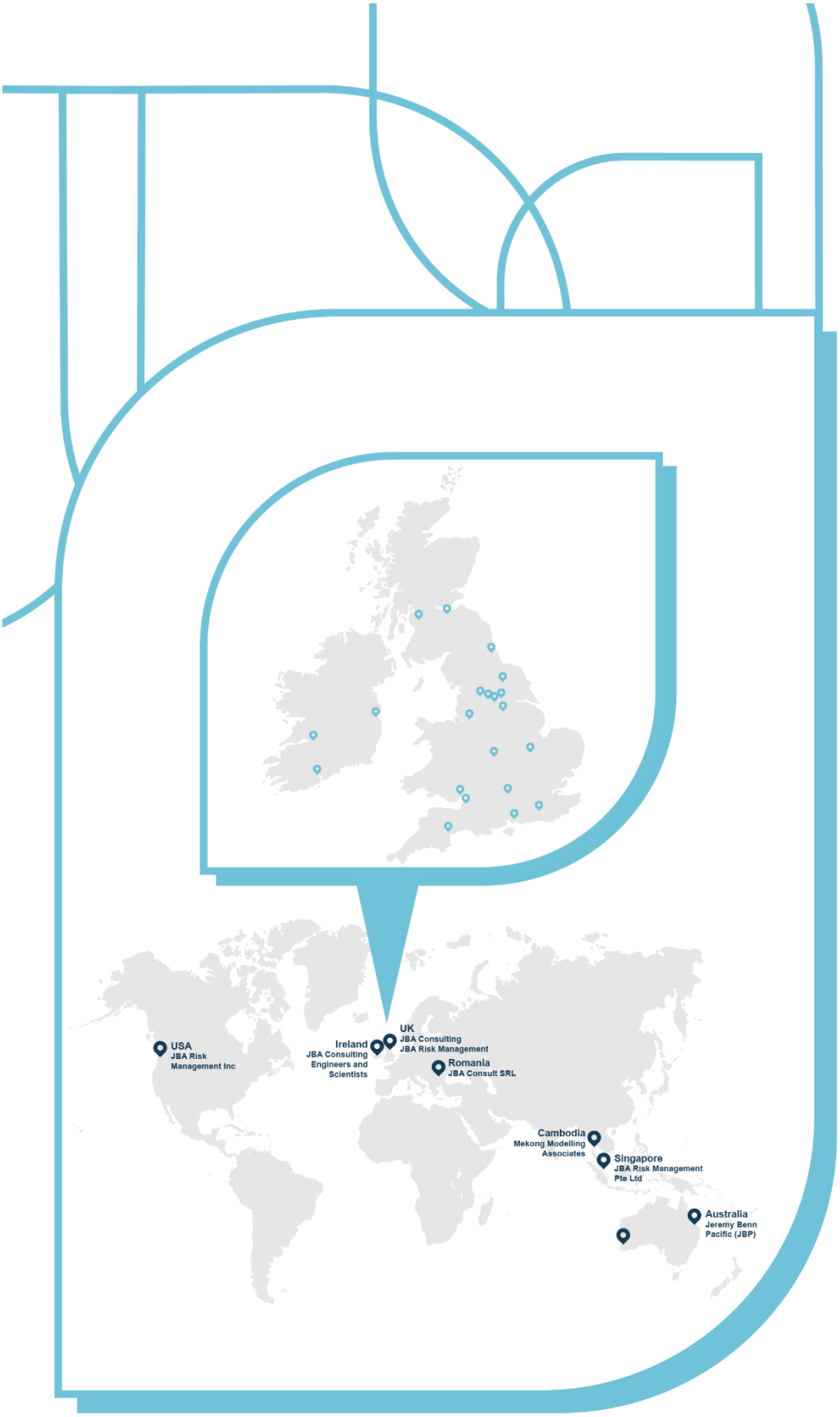
5 Environmental objectives and actions for the year ahead

For 2024-25, we've again set ourselves objectives and actions to help us achieve our sustainability and environmental management goals. We will continue to monitor our performance against these objectives and will report our progress in on annual Sustainability and Environmental Management Report, which we will publish on our websites.

Our overriding environmental objective has been refined to make it more ambitious and more directly aligned with the core aim of our Sustainability and Environmental Management policy. This objective is supported by a range of key actions and for 2024-25, these actions have been expanded to make them more holistic

Table 13: Environmental objectives, key actions and intended outcomes for 2024-25

Objective	Key actions	Outcome
Reduce our environmental and climate impacts and have a positive impact on local communities and environments.	Assess and report JBA Group carbon emissions and emissions reduction measures. Measure and report our social value and our contribution to the UN Sustainable Development Goals (SDGs). Improve the environmental and sustainability performance of our work for clients. Influence our stakeholders to deliver best practices and outcomes for the environment and sustainability.	Recognition as a sustainable and environmentally and socially responsible business. Reduction in carbon emissions in-line with our science-based targets. Legal compliance. Certification to ISO-14001:2015 and EIA Quality Mark.



Operating Companies registered in:

Australia
Cambodia
Ireland
Isle of Man
Romania
Singapore
United Kingdom
U.S.A.

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www.jbaconsulting.ie
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www.jbagr.com

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6396638
JBA Group Ltd is certified to:
ISO 9001:2015
ISO 14001:2015
ISO 27001:2022
ISO 45001:2018