# Sustainability & Environmental Management Report 2024-25

March 2026

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 2024-25 at a glance

Table 1: Summary of the performance of the JBA Group in 2024-25

| People and culture | Environmental performance | Services |
|---|---|---|
| Average no. of employees*<br>988 (+33) | Business miles travelled<br>1,949,972 (+16%) | No. of new external projects<br>1,893 (+100) |
| Average no. of permanent employees*<br>944 (+44) | Measured energy consumed in our offices<br>947,945 (+9%) | No. of clients commissioning new external projects**<br>1,017 (+41) |
| No. of new graduates<br>31 (-20) | Measured office energy from renewable sources<br>73% (+1%) | No. of internal project quality audits undertaken<br>72 (+1) |
| Employee gender split*<br>59 / 41 (% male / female)<br>(-0% / +0%) | No. of permanent apprenticeships<br>56 (+9) | No. of approved suppliers<br>462 (-55) |
| Gender split (Associate Director level & above)*<br>70 / 30 (% male / female)<br>(+2% / -2%) | Total number of anti-fraud, bribery and corruption training requests raised<br>128 | % approved sole trader and SME suppliers<br>72% (-1%) |
| Gender split (technical roles)*<br>60 / 40 (% male / female)<br>(-1% / +1%) | No. of environmental incidents, near misses or observations reported<br>11 (-7) | % suppliers given Good or Exceptional scores for environmental performance<br>97% (+1) |
| Hours of formal training completed<br>68,193 hours (+7,512 hours) | Carbon footprint<br>3,670 tCO2e | % of approved suppliers with Net Zero targets<br>28% |
| No. of chartered professionals<br>232 (+31) | Per capita carbon footprint (market-based)<br>3.72 tCO2e | No. of industry environmental awards<br>6 (+2) |
| Number of whistleblowing incidents raised<br>0 | No. of internal office environmental audits conducted<br>24 (+2) | No. of live internal R&D projects<br>60 (-1) |

Comparison with 2023-24 year shown in brackets where applicable; *as of 31 October 2025; **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 29 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.

Launched in 2025, JBA Global Resilience supports governments, donors and communities to build resilience to climate and disaster risks worldwide. Working in partnership across the JBA Group and with international clients, the company delivers services including risk modelling, early warning, preparedness, risk financing and capacity building. JBA Global Resilience combines global expertise with local insight to deliver practical, sustainable solutions in the international development and humanitarian sectors.

## 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 consistently delivering high-quality services, ensuring satisfied clients and maintaining a profitable, sustainable business. |
| ✓ | We provide a safe and healthy working environment for our staff, and promote wellbeing across all areas of our operations. |
| ✓ | We aim to reduce our environmental and climate impacts and contribute positively to the communities and environments in which we work. |
| ✓ | We maintain an effective Integrated Management System to support quality, environmental, safety and information management performance across our business. |
| ✓ | We protect the confidentiality, integrity and availability of information across our systems, ensuring secure and resilient business operations. |
| ✓ | We promote technical excellence by supporting the development and evaluation of staff competency in line with our legislative, technical and business needs. |
| ✓ | We are developing a robust and accessible document and information management system to improve how we manage and share JBA Consulting's technical data. |

### 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 –We aim to ensure healthy lives and promote wellbeing across JBA. Our ISO-45001 Health and Safety Management System supports a safe working environment, and we take a proactive approach to staff wellbeing and work/life balance. |
|   | Gender equality – We are committed to equal opportunities and an inclusive culture. Recent changes to our policies and practices strengthen progression pathways, support women across the business, and promote visibility through initiatives such as International Women's Day and Women in FCERM. |
|   | Clean water and sanitation – Sustainable water management is central to our work. Our engineering, modelling and environmental teams support clients across the UK and internationally to improve flood resilience, enhance water resources, reduce pollution and restore river and wetland ecosystems. |
|   | Industry, innovation and infrastructure – We contribute to major public flood risk, water management and infrastructure projects in the UK and overseas. As long-standing national framework consultants, our work supports improved resilience, reduced flood risk and better water management. |
|   | Sustainable cities and communities – Our projects help create safer, more resilient and more sustainable places. We support clients to develop solutions that protect communities, enhance the environment and safeguard cultural and natural heritage. |
|   | Climate action – We recognise the climate and ecological emergency and are committed to meaningful emissions reduction. We have held ISO-14001 certification since 2009, published our Net Zero Route Map in 2022, and now operate under validated science-based targets aligned with limiting warming to 1.5°C. |
|   | Life below water – Our coastal engineering and environmental teams deliver projects that protect marine ecosystems and improve resilience to coastal change. We increasingly apply nature-based solutions that work with natural processes to deliver societal and environmental benefits. |
|   | Life on land – We apply a natural capital approach to help clients understand the value of natural assets and reduce environmental impacts. Within our own operations, we work to minimise resource use, improve sustainability performance and take responsibility for our environmental footprint. |

# 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 2024-25 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 2024-25 footprint assessment is not considered to be 'final' and we will 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

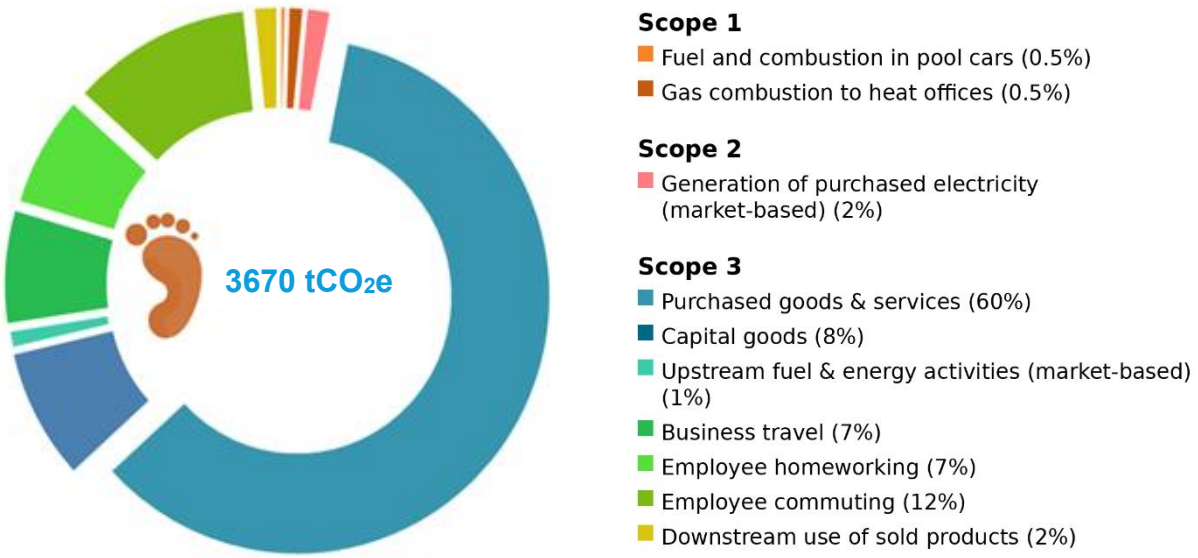



Figure 2: JBA Group carbon footprint 2024-25

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 2024-25. Scope 2 emissions from the generation of electricity consumed at our offices represented approximately 2% of our footprint using the market-based method and 4% using the location-based method.

In relation to our Scope 3 emissions, emissions from goods and services we purchased accounted for around 60% of our total carbon footprint. Other significant Scope 3 emissions sources included employee commuting (12%), purchased capital goods (8%), business travel (7%), and employee homeworking (7%).

The main emissions sources within the purchased goods and services category were from use of sub-consultants (63%), office supplies (8%), IT software (8%), accommodation and food (6%), and insurance (2%).

Our total carbon footprint has decreased by approximately 3% compared to the previous year, representing another positive step towards our emissions reduction targets. In the coming years, we will continue to scale up the implementation of our Net Zero Route Map to help us achieve our targets.

Table 5: JBA Group GHG emissions (tCO2e) 2024-25

| Scope | Emissions category | Emissions source | Emissions ($tCO_2e$) |
|---|---|---|---|
| Scope 1 | Direct GHG emissions | Fuel combustion in JBA vehicles | 17.11 |
| Scope 1 | Direct GHG emissions | Gas combustion in JBA offices | 40.23 |
| Scope 2 | Electricity GHG emissions | Purchased electricity (market-based) | 62.12 |
| *Scope 2* | *Electricity GHG emissions* | *Purchased electricity (location-based)** | *170.21* |
| Scope 3 | Other indirect emissions | Purchased goods & services | 2,085.22 |
| Scope 3 | Other indirect emissions | Purchased capital goods | 310.21 |
| Scope 3 | Other indirect emissions | Fuel & energy activities (market-based) | 45.00 |
| Scope 3 | Other indirect emissions | *Fuel & energy activities (location-based)* | *68.04* |
| Scope 3 | Other indirect emissions | Waste and water treatment & disposal | 3.99 |
| Scope 3 | Other indirect emissions | Business travel (combined) | 324.01 |
| Scope 3 | Other indirect emissions | Employee homeworking | 273.00 |
| Scope 3 | Other indirect emissions | Employee commuting | 446.14 |
| Scope 3 | Other indirect emissions | Downstream use of sold products | 61.21 |
| Scope 3 | Other indirect emissions | Removal of emissions double-counting** | -172.43 |
| Total | Total emissions | Market-based | 3,669.71 |
| *Total* | *Total emissions* | *Location-based** | *3,807.71* |
| Total | Total per capita emissions | Per capita emissions | 3.71 |

* 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.

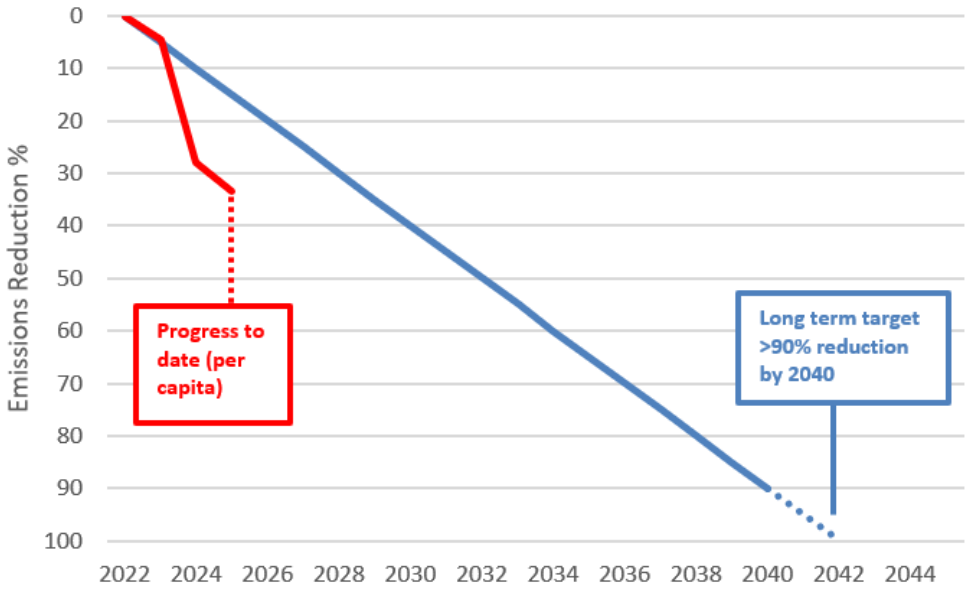



Figure 3: JBA Group science-based net zero emissions reduction target versus per capita progress to date

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.

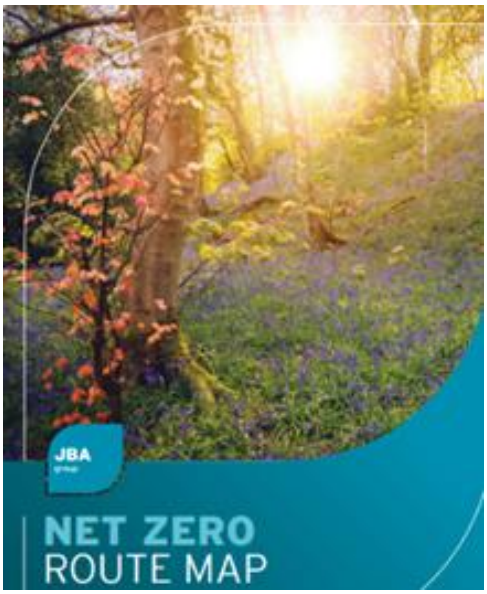
To meet the SBTi criteria, we need to cut our emissions by at least 90% by 2050 compared to our 2021-22 baseline year. However, we've set ourselves a more ambitious target: to reduce emissions by at least 90% by 2040 at the latest. Our net zero target is:

*"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 |
| 2024-25 | 3,670 | -1.5 | -4.60 |

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 2024-25

| JBA year | Virgin paper | Recycled paper | Total paper | Paper per capita | Change per capita | Recycled paper |
|---|---|---|---|---|---|---|
| 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% |
| 2024-25 | 66 | 736 | 802 | 0.8 | 0% | 91.8% |

In 2024-25, paper use increased by 35% compared to 2023-24 but remains lower than in previous years. Our per capita consumption rate remains at a six year low, at less than 1kg for each member of staff. 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.

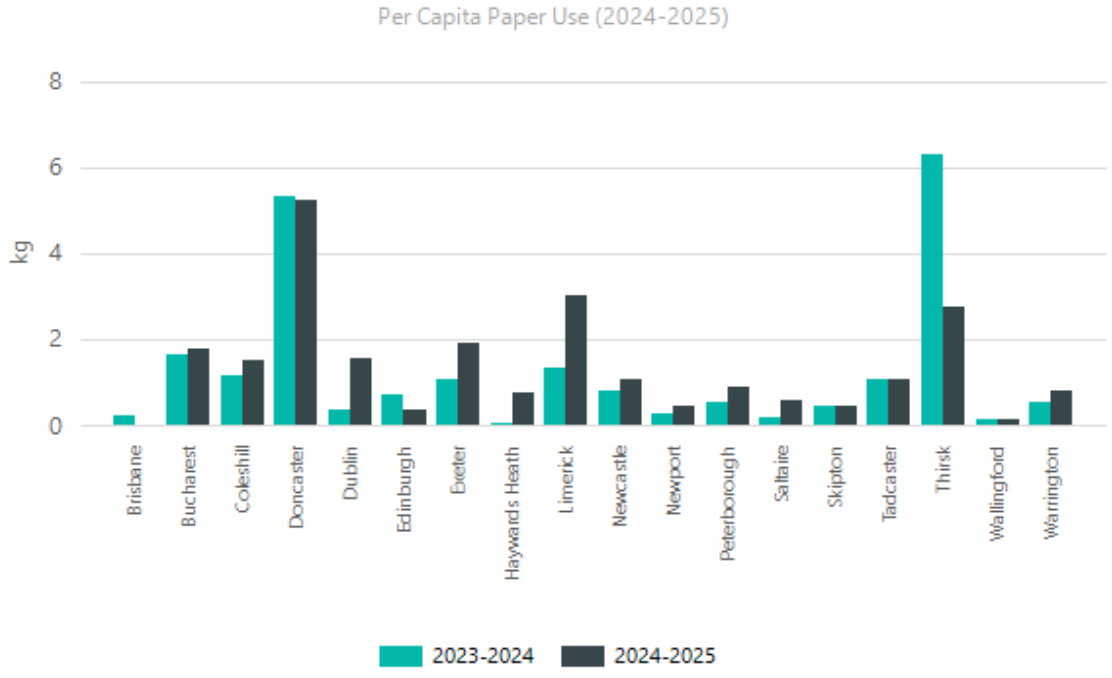



Figure 4: Per capita paper consumption at our offices and across the JBA Group

## Business waste

Table 9: Waste generation and disposal at our offices in 2024-25

| | Total | Total | Landfill | Landfill | Recycle | Recycle | Recycle |
|---|---|---|---|---|---|---|---|
| Year | Total (kg) | Per capita (kg) | Total (kg) | Per capita (kg) | Total (kg) | Per capita (kg) | Total (%) |
| 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% |
| 2024-25 | 12,063 | 12.21 | 5,561 | 5.63 | 6,502 | 6.58 | 54% |

We 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 allowing 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 resulted in an increase in our overall waste figures but also in the accuracy of our reporting. Our overall waste figures have reduced from the previous year, and the percentage of recycled waste has increased, likely due to a change in English legislation which came into effect in 2025.

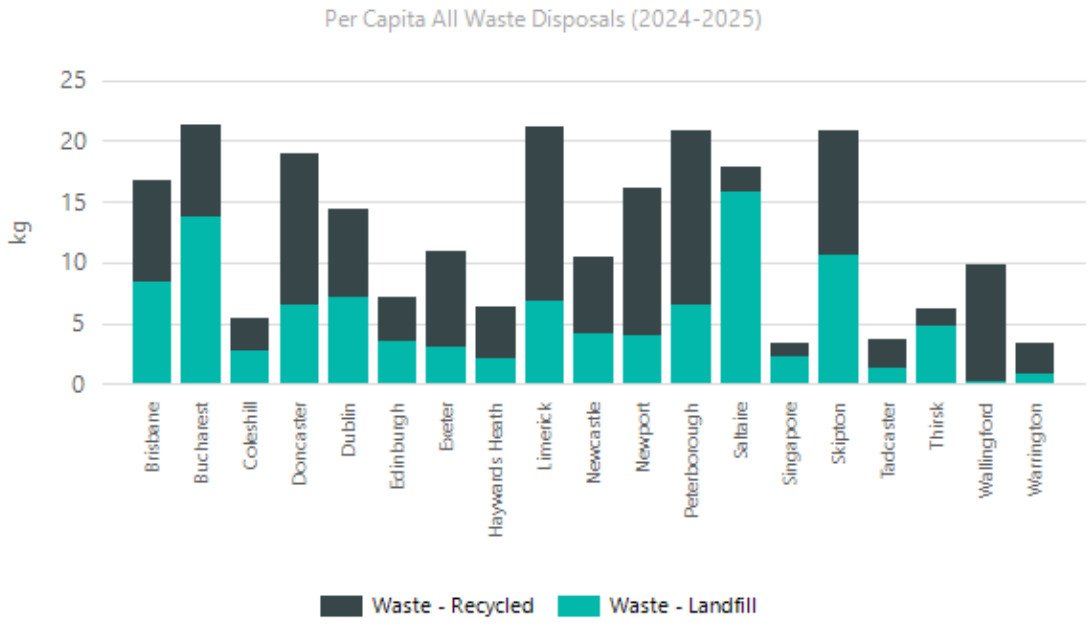



Figure 5: Per capita business waste at each JBA office and across the JBA Group

## Water consumption

Table 10: Water consumption at our offices in 2024-25

| | 2024-25 | 2023-24 | 2022-23 | 2021-22 | 2020-21 |
|---|---|---|---|---|---|
| Total water consumption (litres) | 346,000 | 326,000 | 280,000 | 240,000 | 541,000 |
| Per capita water consumption (litres) | 2,397 | 2,403 | 2,082 | 1,880 | 4,412 |

We monitor water consumption at our offices where our water use is separately metered. Until this year, this was only possible at six of our offices. The amount of water consumed in 2024-25 was slightly higher than that used in 2023-24, owing to the addition of two new offices being able to provide meter reads for a full year. Per capita consumption has reduced from the previous year.

## Energy consumption

Table 11: Energy consumption at our offices in 2024-25

| | 2024-25 | 2023-24 | 2022-23 | 2021-22 | 2020-21 |
|---|---|---|---|---|---|
| No. offices directly monitored | 18 | 11 | 11 | 11 | 11 |
| No. offices with renewable electricity | 9 | 8 | 7 | 7 | 6 |
| Renewable electricity used (kWh) | 697,845 | 675,884 | 748,758 | 635,235 | 568,667 |
| Non-renewable electricity used (kWh) | 250,100 | 191,747 | 102,367 | 165,617 | 186,618 |
| Total electricity used (kWh) | 947,945 | 867,631 | 851,125 | 784,008 | 755,285 |
| Per capita electricity used (kWh) | 1,131 | 1,151 | 1,257 | 1,266 | 1,381 |
| Total gas used (kWh) | 79,531 | 72,826 | 67,653 | 64,189 | 66,407 |
| Per capita gas used (kWh) | 837 | 856 | 856 | 809 | 874 |

We calculate our energy use at locations where JBA energy consumption is metered separately to that of other occupants. In 2024-25, we were able to directly monitor our energy consumption at 18 JBA offices. Nine of these offices benefit from a renewable electricity tariff and around 75% of our staff across monitored offices are benefitting from renewable electricity.

In 2024-25, total electricity consumption at these monitored offices increased by 9% compared to the previous year but this is to be expected with more offices reporting. Total gas consumption at monitored offices increased by 9% in 2024-25 compared to our previous year however this increase was not reflected in our per capita figures, which has decreased.

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 2024-25, we began implementing our ESOS action plan by installing a number of timers on water heating units in our head office.

## Business travel

Table 12 provides a summary of annual business travel for the 2024-25 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 2024-25, JBA staff travelled approximately 16% more miles than in 2023-24. This comes largely from an increase in air miles travelled.

Table 12: Business travel across all relevant modes of transport in 2024-25

| Mode | Miles 2024-25 | Miles 2023-24 | Miles 2022-23 | Miles 2021-22 | Miles 2020-21 |
|---|---|---|---|---|---|
| Hire Car | 224,095 | 248,176 | 322,290 | 303,948 | 257,143 |
| Rail | 764,002 | 738,848 | 475,796 | 251,772 | 64,709 |
| Bus/Coach | 7,431 | 4,659 | 3,525 | 3,048 | 1,384 |
| Taxi | 10,238 | 8,423 | 8,853 | 4,517 | 1,264 |
| Aeroplane | 489,841 | 209,901 | 384,046 | 258,031 | 15,328 |
| Fleet car (elec) | 164,435 | 182,250 | 126,393 | 26,966 | 1,161 |
| Fleet car (fuel) | 78,099 | 107,132 | 148,069 | 206,360 | 143,728 |
| Private car | 205,508 | 168,979 | 230,879 | 385,023 | 368,927 |
| Motorbike | 0 | 0 | 802 | 0 | 20 |
| Ferry | 3,772 | 1,854 | 4,955 | 3,911 | 1,287 |
| **Total** | **1,949,972** | **1,670,221** | **1,706,013** | **1,443,596** | **855,119** |

Key points to note within these figures:

- On a per capita basis, the number of miles travelled increased from 1,662 miles per person in 2023-24 to 1,974 miles per person in 2024-25, which represents an 18% increase.
- The number of miles travelled across all forms of public transport has increased every year for the past five years.
- While private mileage travel has increased, total car mileage across all forms (hire, fleet, private) in 2024-25 was 672,137 miles, over 34,000 miles fewer than the previous year.
- For the second year in a row, mileage in company pool cars exceeds mileage in hire cars. We are particularly encouraged to see that that twice as many miles were travelled in EV pool cars than in combustion engine pool cars.

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 2024-25, we delivered project work on behalf of over 1,000 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 1,890 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 2024-25 we undertook 72 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 24 internal EMS audits during 2024-25, 2 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.

During 2024-25, the Worthing Capital Maintenance Scheme completed its second design-stage verification at the conclusion of Gateway 3, achieving an Excellent rating with a verified score of 80.56%. This reflects the strong integration of sustainability considerations throughout the Full Business Case stage, aligning with BREEAM Infrastructure's design-stage requirements, which focus on embedding sustainability within

technical design, specifications, and carbon reduction commitments. This period has also marked high levels of activity across the Southeast Hub, with 12 live BREEAM Infrastructure assessments progressing through their respective design stages. The Hub has continued to provide technical support to VolkerStevin on the Star Inn Gate scheme, which is expected to become the first fully completed BREEAM Infrastructure assessment.

The breadth of BREEAM activity across the Hub this year has demonstrated the strong collaborative culture between Environment Agency teams, delivery partners and trained BREEAM Infrastructure assessors. This joined-up working approach, central to BREEAM Infrastructure's ethos, has enabled project teams to identify sustainability risks and opportunities earlier, reduce whole life carbon emissions (a mandatory assessment issue), improve resource efficiency, and support more climate-resilient design solutions across a range of coastal and fluvial flood-risk management schemes. Collectively, this has strengthened the Hub's contribution to the Environment Agency's wider eMission strategy and its commitment to achieving high sustainability performance across the CDF programme.

### 3.2.3 Recognising good practice

#### Flood & Coast Awards 2025

The Flood & Coast Awards celebrate the people, partnerships and innovations shaping the UK's approach to flood and coastal resilience. This year, five JBA-supported projects were named as finalists, with four going on to win their categories. These successes demonstrate the strength of our technical expertise, the depth of our collaboration with partners, and our commitment to supporting communities most at risk from flooding and coastal change.

Digital Excellence Award: National Flood Risk Assessment 2 (NaFRA2)

Developed in partnership with national agencies, consultants and academic experts, NaFRA2 represents a step change in England's national flood-risk assessment capability. Incorporating enhanced modelling, high-resolution mapping and updated climate change projections, the new system provides a single, authoritative picture of current and future flood risk. This award recognises its contribution to modern, evidence-driven decision-making in flood and coastal management.

Innovation in Climate Resilience Award: The Rochdale Flood Poverty Project

This collaborative project addresses the relationship between poverty, vulnerability and flood risk. By engaging directly with affected communities, it identifies how financial hardship compounds the impacts of flooding and helps shape more inclusive and

socially-informed resilience planning. The award marks the project as an important example of community-centred climate adaptation.

Surface Water Management Award: Devon Resilience Innovation Project

This project delivers new approaches to surface-water flood resilience through innovative monitoring, community engagement and early adoption of nature-based solutions. Working closely with local authorities, rivers trusts and academic partners, the team has demonstrated how collaborative innovation can improve local preparedness and strengthen long-term resilience to surface-water hazards.

Climate Resilient Asset and Engineering Award: Holderness Flood Alleviation Scheme (East Hull Pumping Station and Castlehill Flood Storage)

This major scheme brings together engineered and nature-based elements to enhance protection for communities in Hull and East Yorkshire. By combining a new pumping station with a large flood-storage area at Castlehill, the project improves climate resilience, creates new habitat and supports wider environmental objectives. The award acknowledges the scheme's high-quality technical delivery and its strong multi-agency collaboration.

Figure 6: East Hull Pumping Station

### ICE Yorkshire and Humber awards: Certificates of Excellence

Two JBA-supported projects were recognised at this year's ICE Yorkshire and Humber Awards, where both the Holderness Flood Alleviation Scheme and Meadowgate Don Regulators received Project Award Certificates of Excellence.

Delivered in collaboration with the Environment Agency, both schemes were commended for their positive contributions to local communities, their role in strengthening climate resilience, and their support for wider regeneration objectives. The judging panel also highlighted the innovative and sustainable approaches taken in the design and delivery of each project, reflecting the high standard of engineering excellence achieved by the teams involved.


Figure 7: Accepting the Certificates of Excellence

### CIEEM Awards – National Commendations

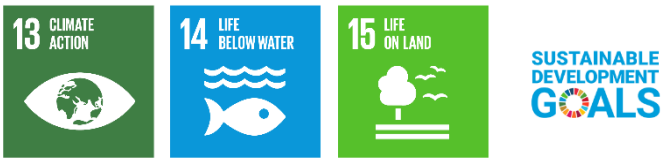
A team of JBA ecologists travelled to London on 20 June for the annual Chartered Institute of Ecology and Environmental Management (CIEEM) Awards, where JBA had been shortlisted in two categories: Medium Consultancy of the Year and Promising Professional.

Although the team did not take home the trophies this year, JBA and Sky Wallis were formally commended in both categories, reflecting the high standard of work delivered across our ecology teams over the last year. The acknowledgement is particularly significant for Sky, whose shortlisting in the Promising Professional category represents a major achievement in itself. This category is consistently the most competitive in the awards, attracting the highest number of submissions each year.

These commendations highlight the quality, professionalism and commitment shown across our ecology discipline, and the continued recognition of our people and projects at national level.

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

River Aller Floodplain Reconnection Scheme




Following close collaboration across JBA's geomorphology, ecology, heritage, engineering, modelling, GIS and landscape teams, work to return a section of the River Aller to its original floodplain has now been completed. Developed since 2020 as part of a National Trust initiative, the scheme is one of the first large-scale Stage 0 restoration projects in the UK and marks a step forward in nature-based catchment restoration.

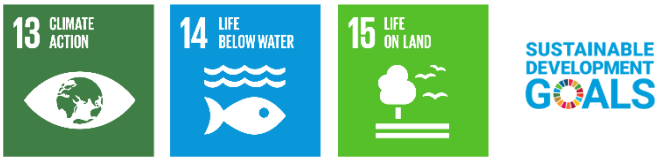
Stage 0 restoration focuses on re-establishing the natural connection between a river and its floodplain, enabling multi-threaded channels and wetland features to form through natural processes. By filling a historically straightened and entrenched reach, the project has reinstated floodplain hydrology, improved sediment exchange and created conditions for a more complex and resilient wetland system to evolve.

The restored floodplain now provides increased water storage, reducing peak flows during high-rainfall events and supporting downstream flood resilience. The wetter, more diverse mosaic of habitats will also deliver long-term benefits for biodiversity, including improved ecological productivity and enhanced habitat for wetland species.

Fig 8: River Aller and floodplain

Improvements to water quality, natural carbon storage and climate resilience form further co-benefits of this integrated approach. As part of wider catchment improvements on the Holnicote Estate, the River Aller scheme provides an important model for future nature-based restoration across the UK.

### Pasturefields Ecohydrology Review




Pasturefields Special Area of Conservation is Britain's only remaining natural inland saltmarsh. JBA was appointed to undertake a multidisciplinary ecohydrological review to better understand the processes governing this rare habitat and to support long-term conservation management.

Detailed vegetation mapping was completed across the entire site to characterise saltmarsh communities and identify early signs of habitat change. Automated monitoring equipment was installed to track groundwater levels and salinity, generating a continuous dataset while reducing the need for site visits.

Hydrogeological and ecological assessments were combined to develop conceptual models describing the mechanisms that maintain the saltmarsh's unique conditions. The study identified areas where hydrological function may be declining and outlined targeted interventions, including reinstating selected footdrains to help maintain the saline conditions required by specialist vegetation.

The review provides a robust evidence base for future management of this nationally significant site. Recommendations are designed to support habitat resilience, safeguard ecological integrity and ensure this rare example of inland saltmarsh continues to function under changing environmental conditions.

Fig 9: Pasturefields saltmarsh

## Artificial Badger Sett Design and Establishment

JBA's ecology team designed and delivered an artificial badger sett to support the safe relocation of a local badger population affected by development. The project followed best-practice ecological guidance and national licensing requirements, ensuring that all works were carried out sensitively and with minimal disturbance to this protected species.

The team undertook detailed assessments of the existing sett, designed a purpose-built artificial sett with appropriate materials and dimensions, and oversaw construction and early occupation monitoring. Camera-trap surveys were used to monitor badger movements, refine the lure trail and confirm successful use of the new sett.

To encourage adoption, scent lures, natural bedding and locally sourced berries were placed along the commuting routes and around the new sett entrances. This approach supported a smooth transition while maintaining the social integrity of the badger family group.

The project demonstrates the importance of robust ecological design and evidence-based mitigation in safeguarding protected species. It also highlights how early engagement, sensitive construction methods and targeted behavioural monitoring can achieve successful outcomes in complex planning and development contexts.

Fig 10: A clan of badgers at night

## Upper River Onny – Nature-Led Weir Options

The Upper River Onny catchment contains several historic weirs, estate bridges and channel modifications that impede fish passage, disrupt sediment transport and constrain the natural dynamics of the river. JBA was commissioned to assess intervention options at Linley and Plowden that would improve ecological function while respecting the heritage value of the landscape.

A comprehensive evidence base was developed by combining hydrological, geomorphological, ecological and heritage assessments with detailed site walkovers. This allowed a clear understanding of how the structures influence river behaviour, habitat quality and long-term resilience. A multi-criteria appraisal then compared potential interventions against objectives including fisheries benefit, geomorphic compatibility, cost, heritage sensitivity and maintenance requirements.

At Plowden, complete removal of the weir was identified as the preferred option in principle, allowing natural channel processes to reform and restoring full upstream and downstream connectivity for priority species. At Linley, where heritage and water-level requirements are more complex, a hybrid approach involving partial removal and rock-ramp design was developed to balance ecological and cultural considerations.

The study provides a clear roadmap for future catchment improvements and demonstrates how nature-based river restoration can be sensitively applied within historically important landscapes.

Fig 11: Linley upstream weir

# 4 Sustainability achievements beyond our EMS Key Actions

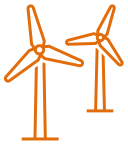
## 4.1 Sustainable operations

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.

### Taskforce on Nature-related Financial Disclosures (TNFD)

In 2024-25 JBA became an official adopter of the Taskforce on Nature-related Financial Disclosures. The TNFD provides a global, science-based framework that helps organisations identify, assess, manage and disclose their nature-related dependencies, impacts, risks and opportunities. As early adopters, we have committed to producing TNFD-aligned disclosures for the 2024-25 reporting year, reflecting our ambition to lead by example and integrate nature into strategic decision-making. TNFD adoption strengthens our approach across governance, strategy, risk and impact management, and metrics and targets, while enhancing the credibility of our services. It also demonstrates JBA's commitment to supporting a nature-positive, resilient economy and reinforces our contribution to emerging market expectations around transparent, nature-related reporting.



### 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. Nine of our offices benefited from renewable electricity in 2024-25.

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 2025-26 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. The lowest carbon and safest option is no travel at all and this is reflected in the core message of our 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. Over sixty percent of the fleet is now electric or plug-in hybrid. 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.

### 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 2025-25, 475 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.

In 2024-25, we retired the Environmental Reward Scheme for UK staff to launch our new JBA Perks and Perks+ schemes. As part of this, staff can now direct their Perks allowance toward a selection of benefits including the EV salary sacrifice scheme, a public transport travel card and the cycle to work scheme. For colleagues eligible for JBA Perks+, the scheme adds an enhanced contribution toward the cost of participating in the EV scheme. Together, these new benefits make electric vehicle leasing and public transport more accessible and reinforce JBA's commitment to lower-carbon commuting. The Environmental Reward Scheme continues to run for our non-UK based staff.

### 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 2024-25, 462 suppliers had 'Approved Supplier' status, of which 72% were SMEs or sole trader businesses. Approximately 28% of our approved suppliers have greenhouse gas reduction targets in place.

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 2025-26 we will continue to 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 2024-25, the average number of employees increased to 988, including both full time and part-time staff, whilst the average number of permanent employees across the JBA Group grew to 944.

### Gender balance within JBA

The overall gender split within the JBA Group in 2024-25 was 59 / 41 (% male / female), remaining at the same proportion of female employees as 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 2024-25, we increased the number of apprenticeship places available, employing 56 permanent apprentices, an increase of nine places from the previous year.

### Research and development

Innovation is central to JBA's culture, enabling the application of cutting-edge technical knowledge to develop new products, services, and approaches. This strengthens JBA's agility and helps differentiate the business from other consultancies. Established in 2022, JBA Labs accelerates innovation across the organisation, from improving methodologies to supporting transformative ideas.

In 2024-25, JBA Consulting invested over £1 million in innovation. Nearly 300 colleagues contributed more than 36,000 hours to over 60 projects, including work to raise awareness of AI and embed AI tools to improve efficiency, enhance technical capability, and evolve JBA's services.

Aligned with the Green IT Strategy, JBAi assessed how responsible AI use can reduce JBA's carbon and resource footprint. The resulting analysis evaluates potential carbon

impacts, highlights challenges in monitoring usage, and provides recommendations to inform future Green IT actions.

Project investment also supported research into improving the efficiency of hydraulic modelling using HEC-RAS. A high-level assessment estimated the carbon emissions associated with model simulations and identified opportunities to reduce emissions and support JBA's Route to Net Zero.

JBA Labs additionally funded a sustainability outreach project at a Limerick school, supporting the creation of an outdoor sustainability hub aligned with Ireland's Climate Action and Sustainable Development curriculum. The project delivered site documentation, accessible landscape design concepts, and a digital sustainability report and audit, offering students hands-on learning and a transferable framework for other schools.

### Charitable grants and in-kind contributions

In 2024-25, we continued to support events that raise awareness and promote learning about risks in the water environment, particularly through the JBA Trust. JBA Trust is an independent charity supported by the JBA Group. It works with researchers, educators and practitioners to generate and share knowledge on climate and water cycle resilience by enabling research, supporting students and early career researchers, and creating learning resources.

JBA Group staff contribute directly to Trust projects and initiatives. This year, the Trust supported 11 doctoral researchers and contributed to new research on coastal change, infrastructure resilience, flash flooding, artificial intelligence and risk modelling methods. It also enabled six students and water management professionals to gain postgraduate qualifications.

The Trust delivered educational and community activities focused on climate resilience and flood risk management, including Future Climate Engineers for KS3 students and co-created coastal resilience resources through the Morecambe Bay Curriculum. It supported STEM outreach at events such as Science and Engineering Day in Southampton and TeenTech festivals in Cardiff and Lancashire, using hands-on demonstrations to introduce students to environmental engineering. The Trust also worked with North Yorkshire Fire and Rescue Service to run interactive river flume and wave tank sessions for primary pupils as part of Big Bang Primary Science Day.

In response to growing demand for its physical model designs, the Trust supported schools, universities, emergency services and charities in the UK and internationally to develop their own educational resources. Its Community of Practice helps educators and practitioners share ideas that bring water and climate resilience concepts to life.

# 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.<br>Measure and report our social value and our contribution to the UN Sustainable Development Goals (SDGs).<br>Improve the environmental and sustainability performance of our work for clients.<br>Influence our stakeholders to deliver best practices and outcomes for the environment and sustainability. | Recognition as a sustainable and environmentally and socially responsible business.<br>Reduction in carbon emissions in-line with our science-based targets.<br>Legal compliance.<br>Certification to ISO-14001:2015 and EIA Quality Mark. |

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**www.jbagr.com**
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JBA Group Ltd is certified to:
ISO 9001:2015
ISO 14001:2015
ISO 27001:2022
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