

JTP
ESG Report
2025

jtp



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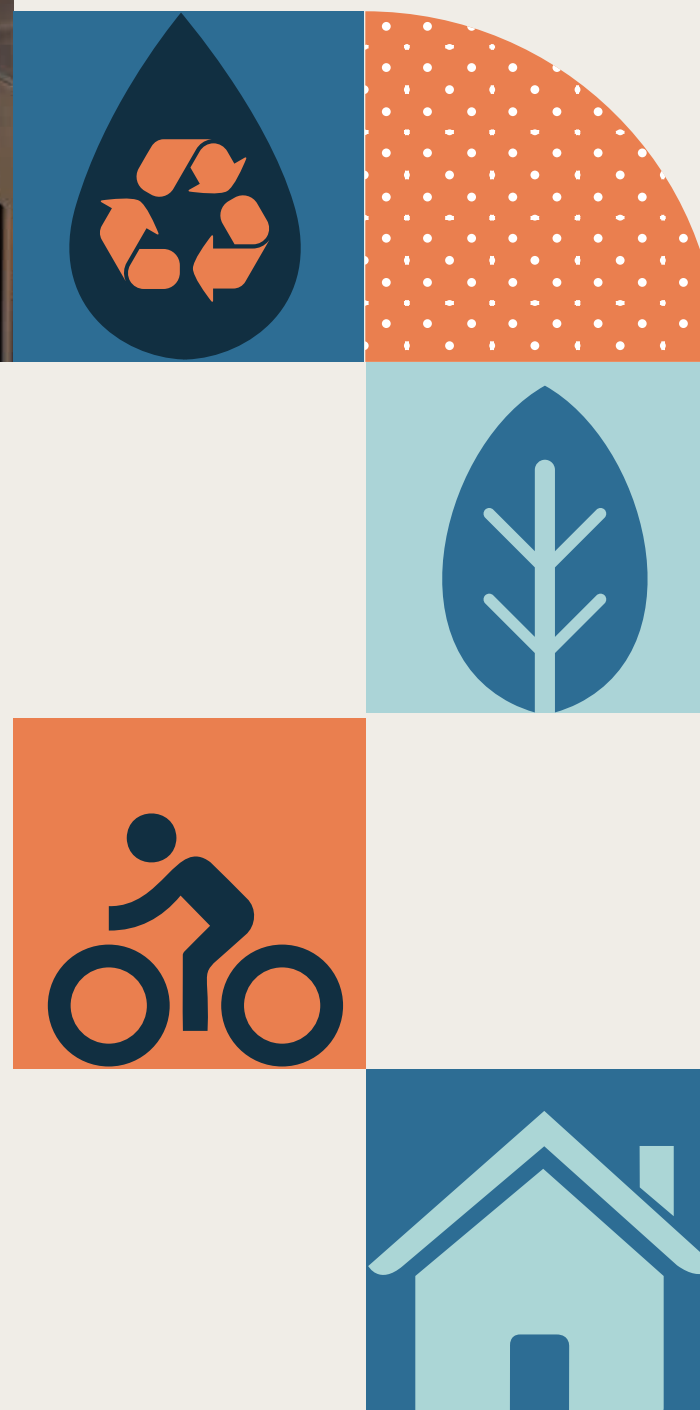
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JTP are architects, masterplanners and placemakers.

We create new places and breathe life into old ones.



As award-winning masterplanning architects and residential experts with studios in London and Bristol, we undertake placemaking projects at every scale; towns, neighbourhoods, streets and spaces and individual buildings; from remaking the old to creating the completely new.

JTP is vision-led: We create identity and enhance value by curating unique and compelling narratives for our places.

JTP engage: We are pioneers of collaborative placemaking. We don't just listen and learn – we hold the pencil, co-designing visions with the very people who will go on to utilise them.

JTP do difficult: Thriving on complexity and often succeeding where others fail, we channel three decades of expertise into planning success.

JTP discover: We harness place data and people insights to shape propositions, ensuring they are relevant, robust and generate social value.

JTP is commercially astute: Understanding project deliverability is critical to success. Our thoughtful design supports the creative vision, project viability and building efficiency.

This report highlights our 2025 achievements in relation to ESG, showcasing how we integrate responsible practices into our operations to benefit our staff, communities, and the environment.

2025 Awards

Essex Housing Design Awards 2025



Channels, Phases 3 & 5, Chelmsford – Large Housing Schemes (101+ homes) Winner
Channels, Phases 3 & 5, Chelmsford – Shortlisted and Highly Commended in Excellence in Design & Placemaking

Housing Design Awards 2025




Marleigh Park, Phase 2 – Shortlisted

Planning Awards 2025



Woodgate, Pease Pottage – Award for Best Housing Scheme (500+ homes) Winner and also won the Editor's Choice Award

Planning Awards 2025



Syon Lane, Osterley- Award for Best Housing Scheme (500+ homes) (Shortlisted)

Essex Housing Design Awards 2025



Chelmsford Garden Community, Chelmsford – Shortlisted Large Housing Schemes (101+ homes)

Planning Awards 2025



Poplar Riverside with St William - Best Use of Brownfield Land in Placemaking (Shortlisted)

AJ100 Awards 2025



Tom Rimmington – Shortlisted in New Talent Award (Qualified Architect)
Jeevan Chahal – Shortlisted in New Talent Award (Part 2)

RIBA Rising Stars 2025



Tom Rimmington – Longlisted

Planning Awards 2025



North Street, Guildford
Award for Fostering a Healthy Town Centre (Shortlisted)
Award for Best Housing Scheme (Fewer than 500 homes) (Shortlisted)

BD Architect of the Year Awards 2025



JTP – Employer of the Year Highly Commended

WhatHouse? Awards 2025



Woodgate, Pease Pottage
Gold in the Best Placemaking category

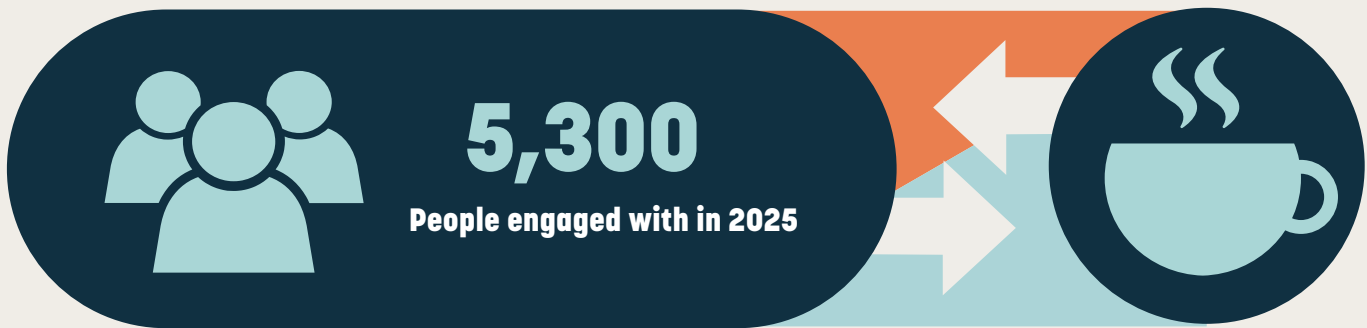
WhatHouse? Awards 2025



Marleigh Park – Bronze in the Best Placemaking category
Park Rise – Gold in the Best Partnership category

2025 Impact Highlights

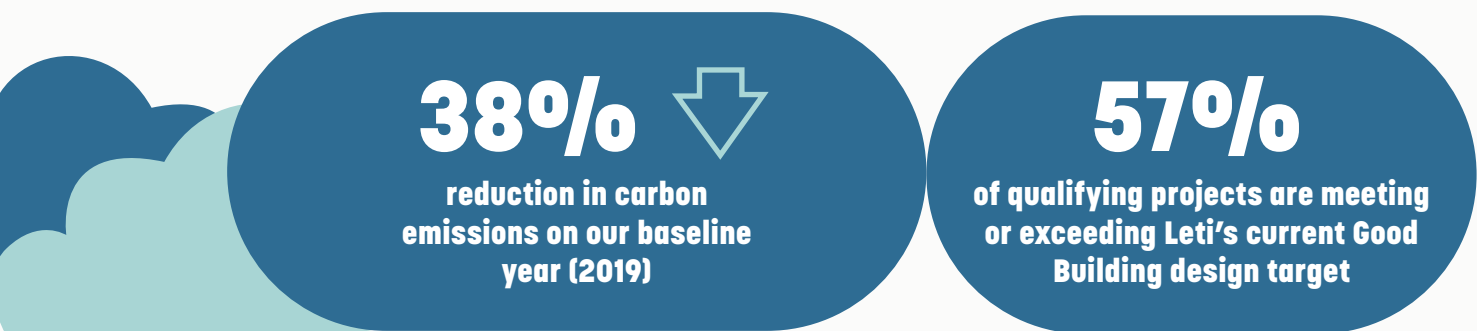
Projects



People



Sustainability



E

Environmental

JTP understands the value and importance of sustainability across its projects and operations and is committed to continuously improving its performance in this regard. The practice recognises that environmental responsiveness extends beyond carbon, and actively encourages a holistic approach to both environmental and social sustainability.



Our Route Map

Associate Director Liz Liddell-Grainger, supported by Associate Carl Patten, leads JTP's approach to environmentally responsive design. Working closely with our sustainability working groups, they ensure that our sustainability ambitions are embedded across all areas of the Practice's operations.

JTP recognises the value and importance of sustainability across our projects and our organisational activities, and we are committed to the continuous improvement of our environmental performance. We recognise that environmental responsiveness is not limited to carbon and that a holistic approach to environmental and social sustainability should be encouraged.

JTP has committed to a number of initiatives as a sign of our commitment to address climate breakdown and biodiversity loss including:

- Architects Declare
- RIBA 2030 Climate Challenge
- LETI Climate Emergency Design Guide
- World Green Building Council's Net
- Zero Carbon Buildings Commitment (NZCBC)
- Part Z

In alignment with these initiatives, we work across the Practice and our projects to deliver the ambitions of these plans. We have mapped our objectives against these commitments to create a JTP Routemap to 2030. As part of this process, we established five themed working groups in 2021 to further our knowledge, experience and understanding across the sustainability topics and to enable us to continually raise sustainability performance standards in line with our zero carbon ambitions. These include the following:

- The Energy Working Group
- The Carbon Working Group
- The Biodiversity and Water Use Working Group
- The Health and Wellbeing Working Group
- The Post Occupancy Evaluation Working Group

Each working group reports annually on progress against defined objectives, ensuring transparency, accountability, and ongoing alignment with our long-term sustainability goals.



**We aim to reduce
offsetting to a
minimum by
2030**



Project considerations

JTP is committed to reducing carbon emissions throughout every stage of our projects and to this end we:

- Embed passive and sustainable design at the start of every project working closely with our Sustainability Consultants from an early stage in the design process.
- Assign a project sustainability champion to all projects
- Utilise a self-created 'Sustainability Matrix' within every project and include it within our Design and Access Statements.
- Undertake post-completion review of the project performance in line with our sustainability aspirations to ensure continued learning and review.
- Design to industry energy standards and seek to exceed these where possible.
- Regularly collaborate with the Wildlife Trust to bring true biodiversity net gains to schemes and create natural landscapes and parks that people love.
- Undertake regular training to grow our sustainability knowledge

In addition, JTP has in-house expertise and experience in the following assessment methods:

- BREEAM Communities
- BREEAM for Refurbishment and Fit-out and for New Construction
- Passivhaus
- Building with Nature

253
Hours

were spent on sustainability learning in 2025

Weyside Urban Village, Guildford

Sustainability Case Study



Located to the north-east of Guildford, Weyside Urban Village is a mixed-use redevelopment of a brownfield site, allocated in the adopted Guildford Borough Local Plan and identified as one of the borough's Strategic Development Sites. It will deliver a new community of 1,550 homes alongside the River Wey, and will be sensitively integrated and strongly connected with the adjacent Weyfield community.

In 2021, Weyside was selected as one of the Government's first round of National Model Design Code (NMDC) pilot projects.

Phase 3 of the project is being designed to Passivhaus standards.

Key sustainability deliverables include:

- 31% carbon reduction across the site
- Certified Passivhaus-standard homes with enhanced health, comfort and environmental performance.
- Planned use of off-site panelised or modular construction to reduce waste and improve construction efficiency
- Low-carbon energy systems, with each home equipped with an air-source heat pump and photovoltaic panels
- Nature-led landscape improvements, including enhancements along the River Wey
- Active travel prioritised, with streets designed to encourage cycling and walking to support low-carbon lifestyles.

Blackbird Leys, Oxford

Sustainability Case Study



Blackbird Leys provides 294 affordable, low-energy homes within infill sites across Blackbird Leys District Centre in a joint venture between Oxford City Council (OCC) and Peabody.

The regeneration utilises a patchwork of underused and infill council-owned land that caused a disconnect in the estate's urban fabric, to meet the needs of the existing community. The project rethinks the importance of these spaces and redefines spatial priorities – demoting the car – to enhance pedestrian experience, introducing greenery through tree planting initiatives whilst helping to celebrate and recognise the established community.

Key sustainability deliverables include:

- Design to Passivhaus principles and the One Planet Living Framework
- High-performance fabric keeps space-heating demand extremely low ($\approx 9.5 \text{ kWh/m}^2$)
- Air quality positive development
- Car-lite development with multiple car-club bay for resident use
- BREEAM Excellent rating for non-residential elements of the project
- 480m of new dedicated cycle lanes
- Over 5,000m² of green public open space
- 95% of construction, demolition, and excavation waste will be diverted from landfill

Workplace Considerations



Practice Behaviours

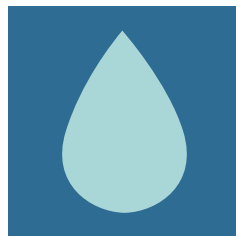
JTP operate a number of initiatives to create a healthy and environmentally sustainable studio with the ambition to change our behaviours and reduce waste.

These include:



Reducing Plastic Usage

Providing staff with hessian bags for shopping and lunch, with no plastic bags or polystyrene brought into the studio.



Encouraging Hydration

Providing staff with a high quality, sustainably sourced reusable water bottle to encourage hydration and reduce plastic consumption.



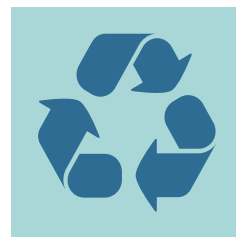
Sustainable Catering

More vegan & vegetarian options with no disposable items provided and low carbon deliveries. All lunches locally sourced to support local businesses



Green Travel

Promoting sustainable travel by providing cycling facilities, using electric taxis, promoting rail travel and reducing air travel.



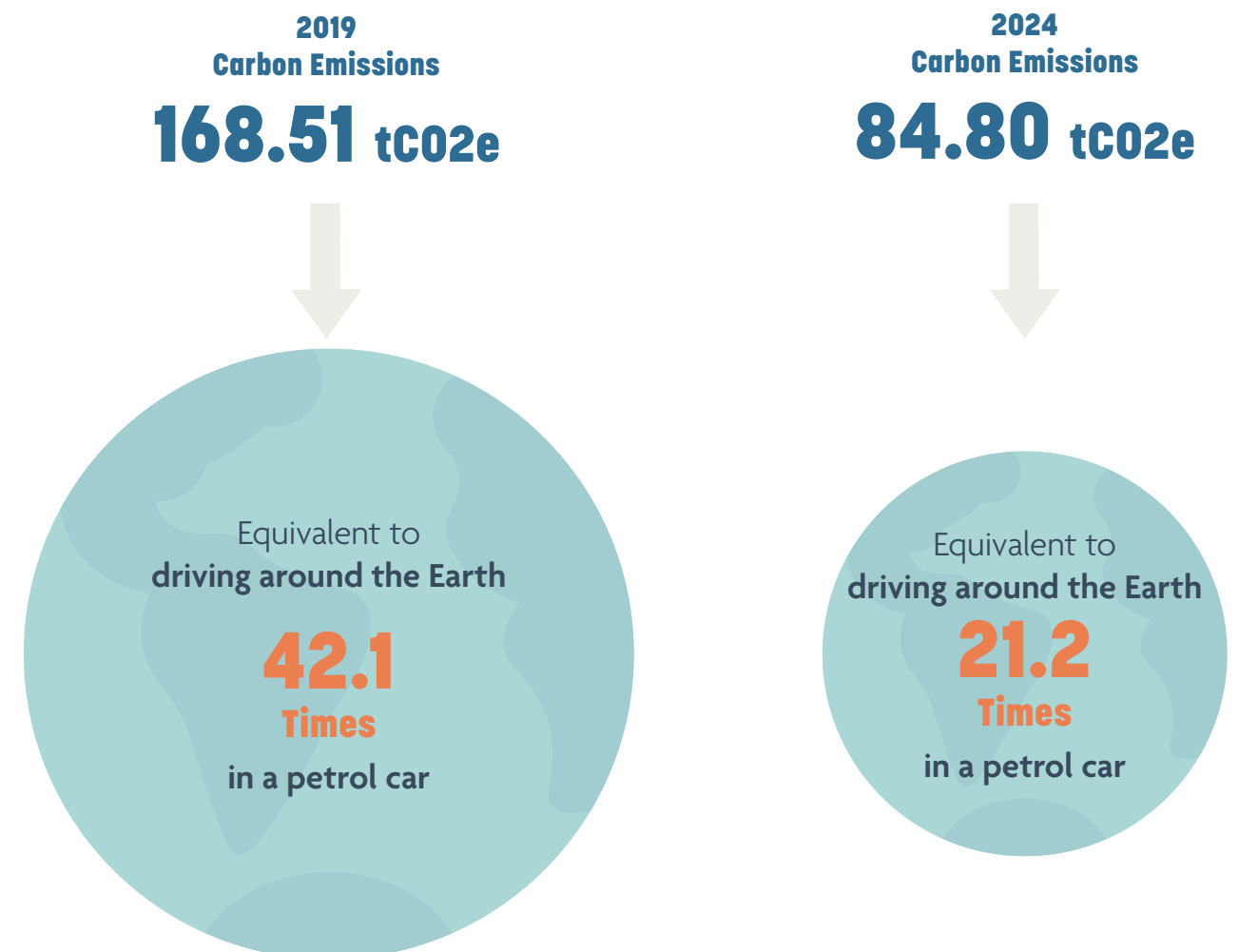
Commitment to Recycling

Introduction of a TerraCycle bin providing the ability to recycle 'hard to recycle' items.

Carbon Emissions Reporting Figures

In 2024, JTP continued its year on year carbon emission reductions, primarily through changing practice behaviours which enabled a considerable drop in recorded scope 3 emissions.

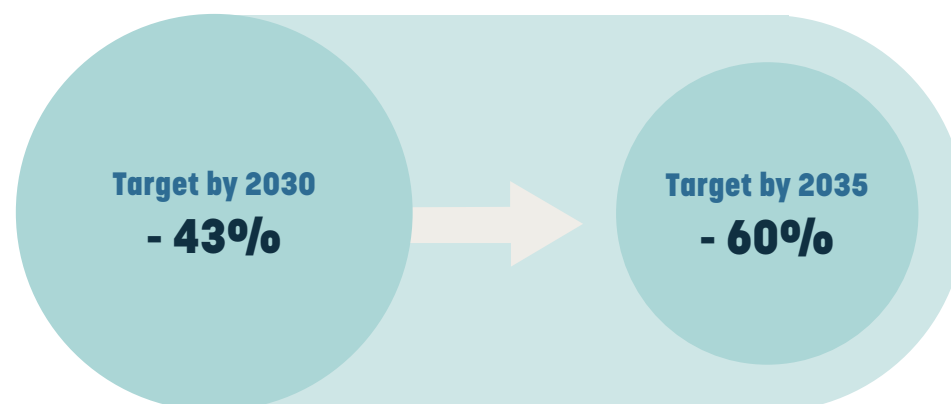
Total emissions 2024 on baseline year:





Carbon Emissions Reporting Figures Compared to Baseline Year

Emission Reductions 2019 - 2024:



Reducing Scope 3 Emissions

Carbon emissions have reduced overall by

38%

from our 2019 baseline year.



Scopes 1, 2 and 3 location based emissions have reduced by

50%



Reduced domestic flights by

89%



Reduced upstream 'well to tank'

29%



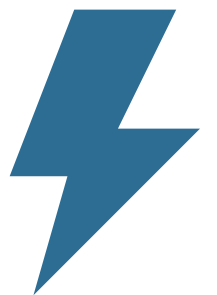
Reduced international flights by

93%



Reduced electricity by

33%



Reduced fuels by

96%

Studio Rating/Achievements

A BREEAM Rated Building

JTP's London studio has been designed to a standard of BREEAM Very good with a design rating of 59.45% in excess of the 55% requirement. Our BREEAM rated building is a more sustainable environment that enhances the well-being of the people who work there, helps protect natural resources, and creates a more attractive property investment.

The studio has been assessed under BREEAM 2014 UK Refurbishment and Fit-out Non-domestic buildings SD2016: 1.0. Our strategy for the office was developed alongside a BREEAM Accredited Professional who participated in workshops with us to develop the best solution for the project. The BREEAM assessment consisted of a potential 113 credits available, each with a different weighting out of an 110% total score. Our strategy targeted 64 credits in order to achieve the BREEAM rating of 59.45%.

A Low VOC Environment

All our materials and furniture have been specified to reduce Volatile Organic Compounds in our working environment including the use of natural materials, recycled materials and furniture.

Cradle to Grave Products & Materials

We have chosen materials that have accreditation through a Cradle to Grave Environmental Product Declaration, which uses an objective methodology for evaluating and quantifying the environmental consequences and potential impacts of a product throughout its entire lifecycle from raw material to the end of its life.

These materials include the following:

- Milliken Per Contra Carpet
- Milliken Quadrus Entrance Matting
- British Gypsum Gyproc SoundBloc Insulation
- British Gypsum Gyproc Moisture Resistant Insulation

Heating and Cooling

The heating and cooling requirements of the studio are served by a Refrigerant Volume System (VRV) with heat recovery. This system is able to respond to the different spatial and environmental characteristics of the studio to provide cooling to one space and heating another simultaneously.

For example, the higher mezzanine level requires more cooling than the basement vaults, and the VRV system can extract heat from the mezzanine and heat the generally cooler vaults, enabling heat that would be otherwise wasted to be recovered and recycled reducing energy demands, bills and CO2 emissions.

Further supplementing this approach is the cooling of the server room, which enables heat generated by the computer servers to be utilised and recycled for areas where heating is required. Rather than discharging the excess heat to the outside as normal practice, it is predicted that 20% of the heating requirements for the studio will be provided by excess heat recovered from the server room. Thus, reducing running costs and reducing CO2 emissions.

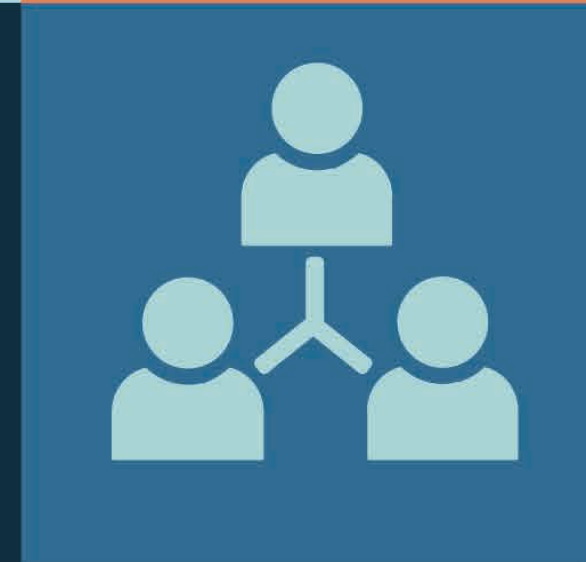
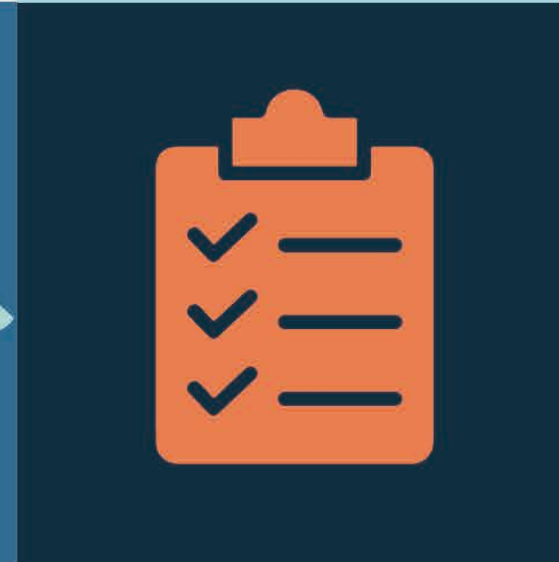
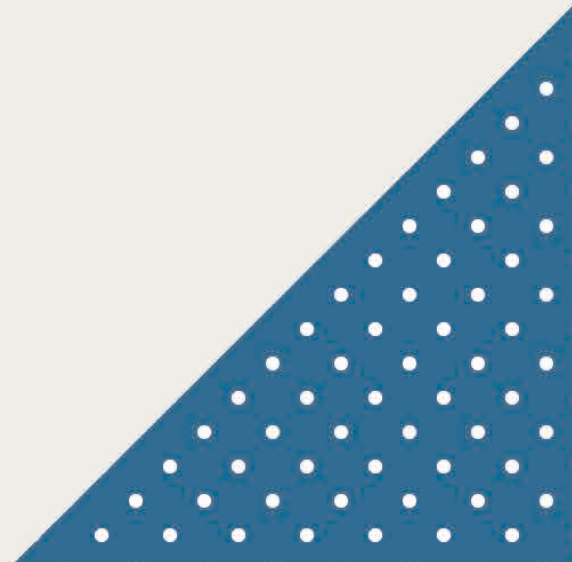
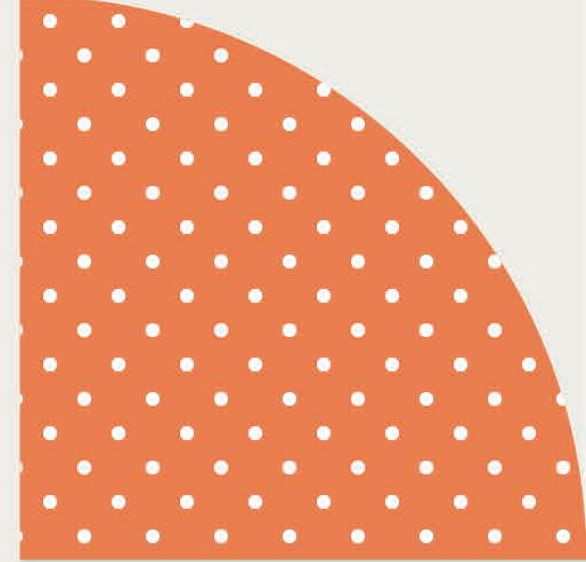


S

Social

JTP recognises our responsibility as architects, masterplanners and placemakers to positively impact not only the communities directly involved in our projects but also those surrounding our studios.

We are committed to the continuous learning and development of our employees, fostering a healthy work-life balance, and advancing equality, diversity, and inclusion within our practice and across the industry.





Social Value

At JTP, our commitment to creating lasting, positive impact is embedded in every aspect of our practice. For more than thirty years, we have championed a people-first, place-led approach that recognises the deep connection between the built environment and community wellbeing.

Our Social Value strategy forms a core part of this commitment, shaping how we design, collaborate, and measure our contribution to society and the environment.

We ensure we deliver meaningful outcomes which are relevant to local context and aligned with both JTP's and our clients' aspirations.

The process is built around our Collaborative Placemaking methodology of:



Understanding

Gathering people insights through census data to create a social value insights report

Engaging

Utilising our engagement process to help build our social value strategy

Creating

Using our design process to transform initial insights and engagement findings into targeted design responses and meaningful initiatives.

Our Pillars

Through our collaborative placemaking process we create impact built on a framework of six core Pillars of Social Value.

These pillars are informed by national frameworks including National TOMs, UN SDGs, the UK Government's Social Value Model, and the Quality of Life Foundation Framework.

These Pillars guide our strategy and allow us to capture our activities and impact on our projects.

Our Social Value strategy ensures we go beyond expected project outcomes—helping to build trust with communities, strengthen relationships with local authorities, and support planning success.



1. Creating Stronger Communities

Engaging with communities to enhance projects & develop our social value offering through our placemaking projects.



4. Sustainable Places

Responding to the climate crisis by embedding passive and sustainable design to help secure a low carbon future for our planet.



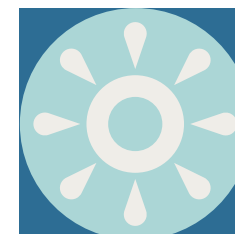
2. Empowerment through Education

Creating education opportunities for communities to learn and grow skills at all ages.



5. Vibrant & Inclusive Places

Creating spaces that are vibrant, inclusive, safe and welcoming – places that encourage social interaction, foster a sense of community, and are cherished by all who use them.



3. Holistic Health & Happiness

Commitments to foster health and wellbeing by designing places that promote physical, mental, and social health and contribute to the overall happiness of communities.



6. Boosting Local Prosperity

Ensuring that existing businesses benefit through our proposals and new opportunities are created through mixed-use provision to boost local prosperity and economic growth.



Chrisp Street Market

Case Study: Social Value in Action



Chrisp Street sits at the heart of Poplar, serving one of the youngest and most diverse boroughs in the country. As the only designated District Centre across four wards of Tower Hamlets, serving a population of over 100,000.

Yet, like many long-standing town centres, it has felt the strain of wider pressures: For many, Chrisp Street isn't just a market, it is the focus of their community and for some their livelihood. The fear of losing that identity was real, and rebuilding trust became the foundation of our approach.

With a direction to take a fresh look at the site to respond to today's issues and a deliver a sustainable future for the town centre, Telford Living appointed JTP and AND London to work with the community to co-create a new vision for the mixed-use redevelopment of Chrisp Street.

Across 2025, we engaged 2,800 people over 45 hours, gathering 4,179 comments, supported by 100,000 social-media views, 1,200 website visits and 30,000+ flyers.

Our process was open and welcoming, attracting those who might not usually participate in engagement. Attendees were representative of the local population, with strong participation from the Bangladeshi community, families with young children and local teenagers. A Bengali interpreter was part of every large event to widen participation.

A "Getting to Know You" process came first. Over five weeks we spoke with over 200 residents, traders and business owners, visited eight community groups and walked the site with a disability campaigner.

Central to our activities was our takeover of a vacant shop, creating a community space. Our two co-design days drew over 1,000 people. Ideas walls, design tables, live AI visuals, children's toolkits, free coffee, pizza and face-painting helped people share views comfortably, whether they stayed for five minutes or an hour.

A youth workshop at Spotlight involved 15 teenagers. We undertook an 'experience walk', followed by a dreams-and-solutions exercise and hands-on design tables.

For our report-backs we installed floor-to-ceiling graphic 'wallpaper' showing exactly how feedback shaped the design.

Using AI, over 4,000 unique comments were meticulously logged, themed and coded to create a foundation for every design decision. This brought quantitative rigour alongside the emotive, qualitative insights shared by people.



The emerging masterplan is a shared vision rooted in lived experience, pride of place and a renewed sense of ownership. The community have authored the brief and vision alongside the design team to ensure Chrisp Street reflects the people who know it best.

Our commitment is long-term. One of the strongest messages from early engagement was the need for visible progress, clear communication and ongoing accountability, after years of stalled redevelopment. In response, the refurbished shop unit now acts as an ongoing community space and information point, remaining a place where residents can meet, challenge and influence the project.

Throughout this project we have delivered on our social value aims by first building a clear understanding of Chrisp Street's context through gathering data and working alongside specialists to understand local businesses, community make-up and the pressures facing the district centre.

Our engagement process then deepened this understanding, enabling a co-created vision in which social value and participation sit at the heart of the emerging design proposals.

These processes have already generated meaningful Social Value outcomes, including:

- Strengthened community ownership through a co-design process that empowered residents, traders and young people to shape the future of their district centre.



- Fair recognition for youth participation, with teenagers financially compensated for contributing their time and expertise.
- A new creative space for local groups, with the refurbished community shop now supporting regular craft sessions and wider community use.
- Support for the local economy, through sourcing food and refreshments locally throughout the engagement programme.
- Design shaped directly by community priorities, including maker spaces, improved green space and play, and the integration of a supermarket in response to clear local demand.
- Social value delivered through dialogue, ensuring the project evolves in response to community needs rather than following pre-set ideas — conversations with local groups directly shape emerging proposals.
- Two free 'Summer Saturday' festivals, funded by Telford Living and delivered with Intrepid Collective, showcased local performers and creatives, filling Chrisp Street with Bollywood dancers, gymnasts, jazz, BBQs and roaming drummers. They celebrated local talent, lifted community pride and created an easy, welcoming way for families and seldom-heard voices to take part in the engagement.
- Improved community wellbeing through accessible, child-friendly events that offered free activities for families who may often feel priced out of cultural programming.

2,800
People

45
Hours

4,179
Comments

100,000
Social-media
views

12,000
Website visits

30,000+
Flyers



Good Employer

JTP has been established for 30 years and employs 98 talented individuals across two studios in London and Bristol.

In 2025, JTP is a second-generation practice with all founding directors retired and the average age of Partners 49.

All employees are on permanent employment contracts, with the exception of our Part I Architectural Assistants who are on a professional 'year out' and will return to education at the end of their fixed-term contracts.

Our focus on development is practice wide; all employees have annual appraisals and individual personal development plans setting clear development aims and short, medium and long term goals. New employees meet their Partner and HR at 6 weeks, 3 months and 6 months at the start of their career at JTP for discussions on progress and to agree development goals.

To support growth and development further, we use Staff Circle, an employee engagement platform which encourages employees to chart their continual progress against defined and agreed development aims as well as the opportunity to give and receive real-time feedback, promoting a culture of encouragement and support.

Supporting the Next Generation

We are passionate about supporting the next generation and employed 9 talented Part I's in 2025. One bursary was awarded for our 2024/25 cohort to study for their Part II, totalling £9,535.

Part III study is fully funded and totalled £5,700 in 2025 with three employees qualifying as architects in 2025 and two due to commence their Part III qualification in 2026.

We are pleased to support one employee through their Level 7 apprenticeship at London South Bank University.

Our Part III's have guided tutorials and internal mentoring sessions to support them through their qualification.

Work Life Balance

JTP recognises the importance of work-life balance and to this effect have a number of benefits and initiatives in place to support employees:

- Flexi-time policy to make time for improved work/life balance.
- 28 days holiday plus bank holidays.
- Flexi-leave scheme offering the option to 'buy' an additional 5 days annual leave.
- A length of service award awarding 5 additional days annual leave to those with over 10 years continuous service.

Living Wage

We are very proud to pay a London living wage as a minimum to all employees based in our London studio and Living Wage to those in our Bristol studio.





Staff Training

JTP is committed to the continuous development of our people and will support employees in identifying and meeting their development needs.

Each year, an annual training plan is completed for the Practice based on discussions held at appraisal and review. With regular professional training courses such as Management training, Presentation skills and Leadership coaching.

The Building Safety Act 2022 gave the ARB the power to monitor and assess the continuing professional development of architects throughout their careers.

The ARB has the duty of monitoring the training and development that architects complete throughout their careers, which they do through a CPD scheme for all architects.

Similarly, RIBA members must undertake and record 35 hours of CPD per year to maintain membership.

Our commitment to the design and delivery of safe buildings, particularly in relation to life safety and fire ensures that all of our employees have the skills, knowledge and competency necessary to do so.

In 2025, training costs totalled £77,958. This figure includes professional training, software, conferences, and study tours.



were spent on Technical Competency Training in 2025

Diversity and Inclusion

JTP's Equality, Diversity & Inclusion Group was established in 2020 to represent employees and work with the HR team and Managing Partner to ensure the aims of our EDI Charter and Action plan are met.

The Equality, Diversity & Inclusion Charter is a public statement, signed by the Management Board, that sets out the practices' commitment to create an equal, diverse and inclusive workplace and our ambitions to positively influence and encourage diversity in the wider architectural industry and in the projects and places that we create.

JTP's Equality, Diversity & Inclusion Charter



JTP's Equality, Diversity & Inclusion Charter is a public statement that sets out the practices' commitment to create an equal, diverse and inclusive workplace and our ambitions to positively influence and encourage diversity in the wider architectural industry and in the projects and places that we create.

The Charter supports JTP's Equality Policy which sets out policies and procedures in relation to equality, diversity, and inclusion.

An Equality, Diversity & Inclusion Action Plan sets out how we will achieve our ambitions.

JTP's Equality, Diversity & Inclusion Group has been established to represent employees and work with our Managing Partner, Operations Partner and Practice Manager to ensure the aims of the Charter and Action Plan are met.

The Charter and Action Plan are reviewed on an annual basis and assessed to measure progress and to inform future strategies.

The Charter

JTP commits to providing equality of opportunity for all persons and will actively encourage diversity, fairness, and the respect of others at all times as set out in our Equality Policy and Core Principles.

Equality, diversity and inclusion applies to everyone, with particular respect to age, disability, race (including ethnic origin, colour, nationality and national origin), religion or belief, gender or gender identity (including gender reassignment), sexual orientation, socio-economic status, marital and civil partnership status, pregnancy and maternity.

We will commit to upholding the values of the RIBA Inclusion Charter and help to break down barriers to create a more inclusive profession.

Communication

We have robust and accessible procedures that are easily understood and reviewed on a regular basis.

We encourage open and honest discussions on equality, diversity and inclusion through our Diversity & Inclusion Group and open-door policy.

Measure, & Action

We will continue to monitor, analyse and report on equality, diversity and inclusion. We will use the data analysis to inform our goals and will use the data analysis to inform our priorities.

We will continue to implement an equal pay policy, monitoring and reporting of our results.

Diversity & Training

We will continue to develop our Equality, Diversity & Inclusion employees.

Engaging and Raising Awareness of Diversity

We will continue to raise the diversity within our studios through an internal annual diversity events and initiatives.

Recruitment, Retention and Growth

We will continue to develop an accessible recruitment offer to attract and retain candidates from diverse backgrounds.

We are pursuing an ambition of employing a diverse team that reflects the diversity of the cities we are based in.

We will continue to implement our strategies to diversify our team and support the progression of diverse backgrounds to improve representation at a senior level within the practice.

6. Outreach

We will work with schools and Blueprint for All (formerly the Stephen Lawrence Charitable Trust), as well as other organisations to promote architecture as an accessible career amongst those from disadvantaged and diverse backgrounds.

Through our Community Planning processes, we will continue to engage with the demographic of the places we work, reaching out to under-represented and hard to reach groups.

7. Mentoring & Work Experience

We will continue to support Blueprint for All and other organisations, providing support and mentoring to achieve their aims of breaking down barriers to architecture and to create a more diverse industry.

We will offer work experience to those from diverse backgrounds and under-represented groups to promote pathways to architecture.

8. Collaboration

We will collaborate and promote opportunities with small and diverse practices and businesses on our projects and extend our influence to encourage our clients and consultants to do the same.

We work in a non-hierarchical manner and will continue to embed our charrette methodology in our projects to encourage collaborative working both internally and externally.

"Through this Charter we pledge our commitment to embracing equality and diversity across the practice and the places we create."

Signed on behalf of the partners and directors of JTP

Marcus Adams
Managing Partner



Gender Pay Gap

Gender Pay Gap Reporting

The Gender Pay Audit was introduced for companies employing over 250 people. The audit requires those companies to publish results on the salaries and bonuses of their employees based on mean and median pay.

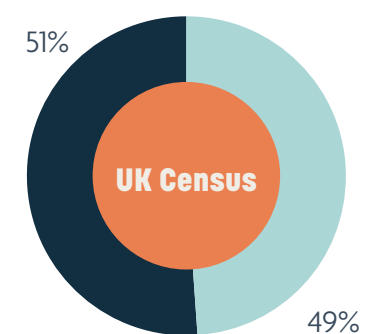
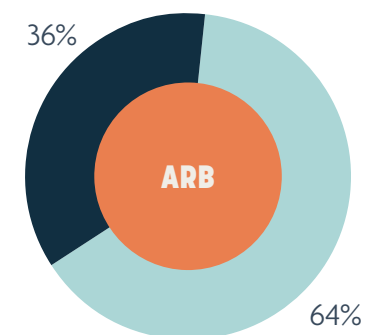
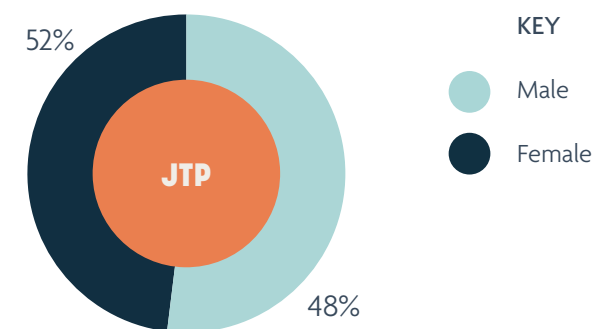
As part of our annual salary review, pay bands by grade are in place and an assessment of responsibilities held within grades is undertaken. An important part of this process is the comparison of male and female counterparts of the same grade who are undertaking the same or a similar level of responsibility (equal work). A further factor is the level of experience. These individuals are paired or grouped to check that male and female counterparts are awarded equal pay and this is highlighted in the board salary review presentation.

Although JTP does not fall under the criteria for reporting Gender Pay, we have undertaken a Gender Pay Gap Audit since 2019 to assess pay equality and ensure pay and bonuses are fair and balanced. We benchmark our results against others in the profession.

We are committed to gender pay balance across the practice with equal mean male and female pay for those with the same role and responsibilities. Our commitment to equality and diversity and equal gender pay is set out in JTP's Equality, Diversity & Inclusion Charter and Action Plan.

Our annual salary review process ensures all male and female counterparts receive equal pay. Pay gap results have consistently been low. Reasons for the gap are mainly due to the larger proportion of men in more senior level positions, their length of service and those on maternity leave who are included in the figures.

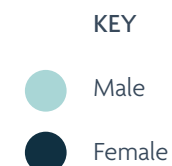
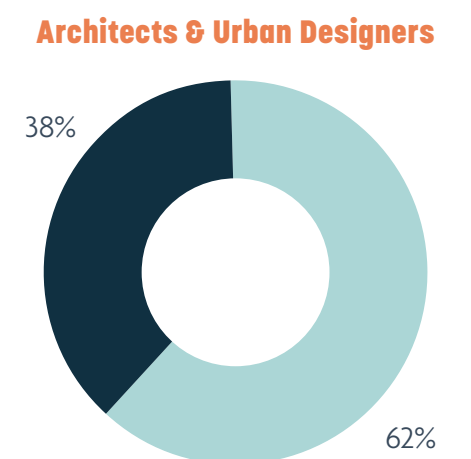
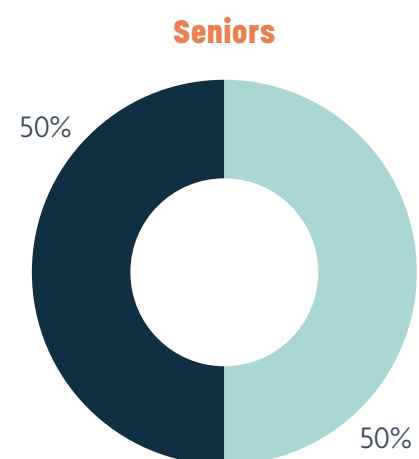
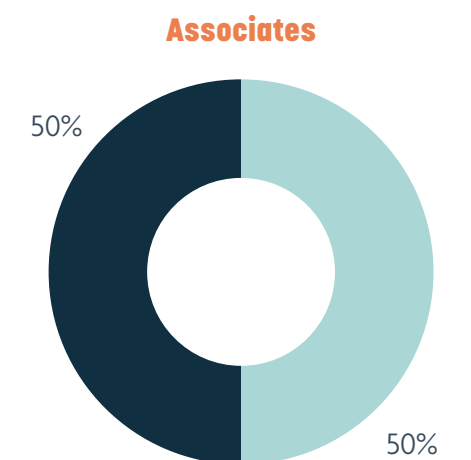
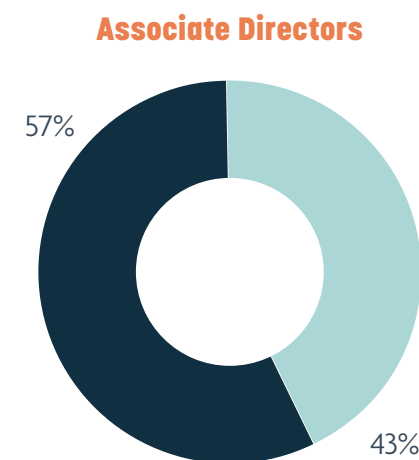
As set out in our Diversity, Equality and Inclusion Charter, JTP are committed to reducing our Gender Pay Gap even further and are actively focused on nurturing our female talent to become future leaders at the Practice. JTP's Gender pay gap analysis for 2025 is included below:



Gender Diversity

It has been JTP's ambition to ensure an equal gender split across the practice and across all roles. At present JTP's gender representation across the Practice is strong with 52% female employees and 48% male.

Across all grades within the Practice there is strong female representation as seen below for Associate Director, Associate, Senior, Architect and Urban Designer grades:



Ethnic Representation

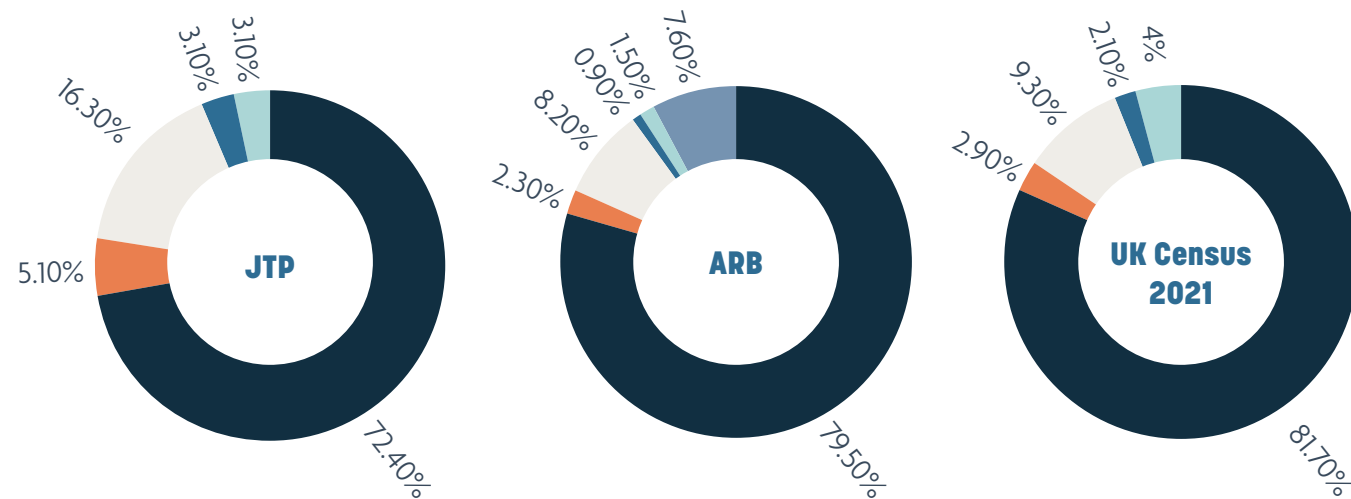
Improving diversity within the Practice in respect of ethnic origin remains a key focus of our EDI strategy and Action Plan. A concerted effort has been made to bring diversity representation into focus during our recruitment process and also working with agencies such as Rhythm Careers to improve access to a more diverse candidate base.

JTP are registered with Building People, a hub for equity, diversity and inclusion in the built environment which makes it easier for people to find knowledge, opportunities and support, and for employers to engage with a more diverse range of talent.

Our 2025, data saw increases across the board in respect of ethnic minority representation. The graphs below show JTP's ethnic diversity in comparison to the ARB and UK Census data:

KEY

- White
- Mixed/Multiple Ethnic
- Asian/Asian British
- Black British
- Other
- Prefer not to say





Case Study: Our EDI Impact in Action

Outreach Initiatives

As part of our Equality, Diversity and Inclusion strategy, JTP participates in a number of outreach initiatives within our local community and the architectural profession. Some of our most recent activities have included work with Blueprint for All and partnerships with the People's Pavilion and a local school, Mulberry School for Girls.

Blueprint for All

Blueprint for All work with young people and communities, giving them the best possible chance of making a difference in the world whilst driving systemic change in organisations and society.

JTP has supported Blueprint for All for a number of years providing bursaries, work experience, professional advice, mentoring opportunities and workshops. We provided 3 bursaries for the Building Futures 2025/26 cohort and mentored one individual.

Mulberry School for Girls

We have developed a strong relationship with Mulberry School for Girls, a local school with a predominantly Bangladeshi cohort of students.

We've participated in careers fairs, held studio tours and spoken to students about careers within the built environment.

Following a student's visit and participation in a graphics workshop in 2022, one Mulberry student was elected to study graphics at University with one other now applying to study architecture at University.



Mulberry School for Girls

Case Study: Our EDI Impact in Action

Outreach Initiatives

Throughout 2025, JTP provided a total of 58 days of work experience across 12 students. Of these participants, three were GCSE-level students (Years 10 and 11), six were Sixth Form students. In addition Sara Mitrou returned for a Summer Placement, Sara first undertook work experience at JTP during Year 10 via our relationship with the Harris Academy.

People's Pavilion

JTP is a Headline Sponsor for the People's Pavilion. Organised by Beyond the Box Consultants, the People's Pavilion offers young people across East London aged between 14-18 the opportunity to enter a competition to design and build a temporary structure (Pavilion). Through the design competition, new approaches to co-design were tested, engaging them in placemaking and the programming of arts and cultural events.

In addition to our practice outreach activities, project teams also contributed to outreach initiatives as part of their projects. Most notably the Make your Mark event at Waterbeach and a series of events with Southgate and Barnet College which includes work experience placements.

We facilitated a model making workshop in Pennington Street Warehouse and JTP volunteers also attended the live build day, helping the winning team to construct their pavilion.

We also seek to support local initiatives including Swedenborg Gardens and E1 Community Gardeners; local volunteer organisations who seek to improve the green space in the community. We've provided volunteering time and professional support for funding applications.





Case Study: Our EDI Impact in Practice

Celebrate Diversity and Inclusion

Celebrating and promoting diversity and inclusion awareness days has been a particularly successful initiative since the launch of the EDI Charter in 2021.

Various inclusion events have been marked by the Practice including LGBT+ History Month, Pride, Lunar New Year, Black History Month, International Women's Day, South-East Asian Heritage Month and mental health awareness days.



Supporting Employee Wellbeing

JTP place great importance on the mental health and wellbeing of employees.

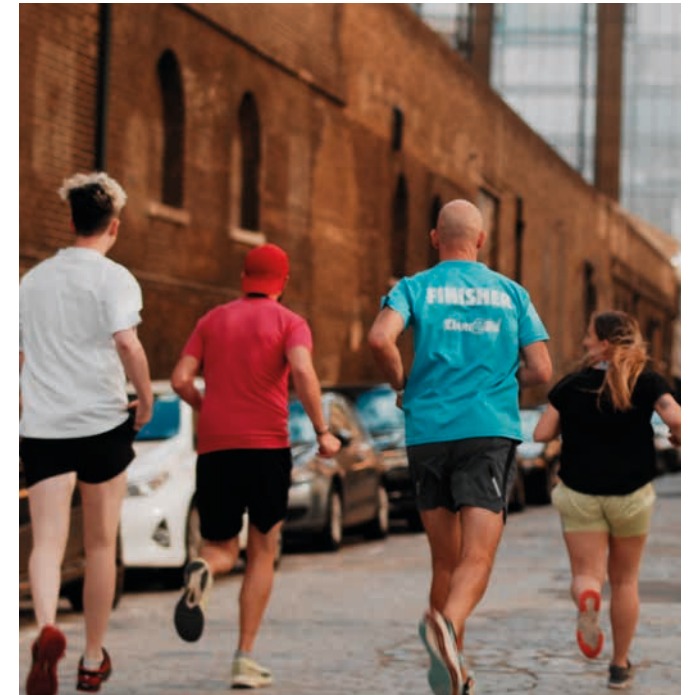
Our studios are designed to celebrate a collaborative working environment. The Hub in JTP's London studio is the social and creative epicentre at the heart of our practice. Our ambition was to encourage project-based working and greater collaboration within and between design teams.

JTP encourages opportunities for people to connect in a social environment with initiatives including the JTP Pacemakers, the EDI group, healthy activities, office trips, team bonding social events and of course the infamous Friday Drinks.

Through outreach work, JTP also endeavours to create connections and a positive impact throughout the wider community.

Below are some of our wellbeing initiatives:

- Mental Health First Aiders
- Cycle to Work Scheme
- Private Medical Insurance with Vitality offering psychiatric cover
- Employee Assistance Programme
- Weekly Yoga Sessions
- JTP 'Pacemakers' Running Club
- JTP Football Team



G

Governance

JTP is committed to conducting its business in a fair, open, and honest manner that upholds the highest ethical, professional, and legal standards. The safety of our employees and project work is integral to this commitment, as demonstrated by our accreditations.





Introduction

JTP is a Limited Liability Partnership (LLP) with 10 partners, 9 of which are UK-qualified Architects.

The leadership and practice management teams are responsible for setting the strategic and financial direction of the practice. Their duties include ensuring compliance with statutory, regulatory, and legal requirements, implementing policies, systems, and procedures, managing risks, providing appropriately trained and competent resources, and addressing the interests of our stakeholders.

The Board of Partners is supported by a wider practice of:

- Associate Directors
- Associates
- Senior Architects & Senior Urban Designers
- Architects & Urban Designers
- Architectural Assistants (Part 1 and 2)
- Graphic Designers and Visualisers
- Quality & Risk Management team
- Administrative, Finance, IT and HR teams
- Principal Designer Advisor when needed

Operational Policies

JTP has a number of policies in place which guide our operations and maintain compliance with relevant legal requirements as well as procedural guidance.

These policies include:

- Anti-Bribery and Corruption Policy
- Health & Safety Policy
- Modern Slavery and Human Trafficking Statement and Policy
- Data Protection Policy
- Business Continuity Policies
- Record Retention Policy
- IT Policy

Accreditations

It is the policy of JTP to ensure, as far as is reasonably practicable, the health, safety and welfare of all its employees and of other persons who may be affected by its operations.

To this effect we have a Health and Safety policy in place as well as quality management systems which ensure that our quality and health and safety procedures are adhered to.

We have maintained a number of external accreditations since 2010 under the SSIP certification scheme which includes SMAS and CHAS as well as maintaining CQMS accreditation.

We have also maintained Cyber Essentials certification which confirms we have good levels of cyber security, data security, and IT policies and procedures in place

H&S and Cyber Safety Accreditations





Core Principles

1. MISSION STATEMENT, ETHOS & CORE PRINCIPLES

JTP's Mission Statement, Ethos and Core Principles are set out below. It is our continued aim to embed these principles in how we work and we ask all employees and partners to fully embrace our ethos and objectives.

Mission Statement

We believe that our success is wholly due to the effort and creative ability of the talented people who work at JTP. We place great importance on making our studios stimulating and enjoyable places to work with the aim to achieve our mission:

“To be an independent and sustainably profitable design-led practice, specialising in architecture, landscape-led masterplanning and placemaking, with quality and the development of our people at the core of our strategy”.

Ethos

Our ethos is to be:

- Responsive through understanding the uniqueness, context, location and aspirations of each of our placemaking projects.
- Collaborative in engaging with local communities, stakeholders, clients and teams.
- Imaginative in creating sustainable places that add value for our clients, the local community and the environment.

Core Principles

We have set out a number of core principles for 2026:

1) Our goal is to create places that are socially, economically and environmentally sustainable. Places with a strong sense of identity where people feel they belong.

2) We approach our projects through a process of understanding, engaging and creating - which together we call Collaborative Placemaking. We put people at the heart of the creative process, unearthing the real needs of community, empowering stakeholders, creating goodwill, inspiring community spirit and building consensus. Together we build a vision that leads to places that are vibrant, valued and sustainable from the outset.

3) We will build on our well established reputation for collaborative planning and continue to develop innovative techniques for engaging the community and other stakeholders in the creative design process.

4) We aim to embed our charrette methodology in all projects and encourage all employees to work collaboratively in creating a shared vision.

We practise what we preach and will continue to take steps to create a sustainable and enjoyable working environment in line with our Environmental Sustainability policy

5) We monitor our operational carbon footprint and continually seek to reduce our resource consumption, increase our recycling and reduce our waste sent to landfill. We ask every employee to commit to reducing their waste and carbon footprint to help us achieve these goals. We are committed to supporting local and small businesses and sourcing local suppliers.

6) We will seek to minimise the impact of our activities on the environment in line with our Environmental & Sustainability Policy and promote the principles of Healthy Placemaking in our projects. We have in place an Environmental Management System.

7) We are committed to the RIBA 2030 Climate Challenge and will work across all projects to deliver the ambitions of the plan. As signatories to the Architects Declare Climate and Biodiversity Emergency, we commit to working collaboratively within the industry to address the climate and biodiversity emergency and achieving the commitments of the Group.

8) We are committed to delivering the ambitions of the Wildlife Trust Nature Recovery Network in our projects and places to achieve ecological and net bio-diversity gain in our projects.

We are committed to the continued investment in time and technology to improve quality, efficiency and accuracy of our work and in turn deliver exceptional solutions to our clients. We have in place a Quality policy as part of our Quality Management System.

9) We provide and maintain a safe and healthy working environment in line with our Health & Safety Policy statement.

10) We offer stimulating and enjoyable work environments that foster open communication, knowledge sharing and creative team working. We uphold fair employment practices that encourage diversity, learning and employee engagement in line with our HR & Recruitment policies.

11) We are committed to equality of opportunity for all persons and actively encourage diversity, fairness and the respect of others at all times in line with our Equality Policy statement. We are committed to gender pay balance across the Practice with equal mean male and female pay for those with the same role and responsibilities. Our commitment to equality and diversity is set out in JTP's Equality, Diversity & Inclusion Charter and Action Plan. It is promoted by the HR team and Equality, Diversity & Inclusion Group.

12) We work in a non-hierarchical manner and encourage employees at all levels to take on greater degrees of responsibility.

13) We will conduct our business in a fair, open and honest way that attains high ethical, professional and legal standards and that is in line with our Anti-Bribery and Corruption policy.

14) We are committed to education and provide work experience, paid internships and bursaries for students interested in architecture, masterplanning and the community planning process. We continue to offer experience to disadvantaged and underrepresented school age children who are interested in our profession.

15) We strive to add Social Value through projects and practises creating long-term investments in people and communities.

16) We will support and donate time and a percentage of operating profit to charitable causes. We encourage and support employees undertaking sponsored events and volunteering.

17) We provide donations to a number of mental health charities, homelessness charities and charities aligned with ambitions relating Equality, Diversity and Inclusion for all persons.

18) We work in partnership with Blueprint for All offering bursaries, mentoring, work experience, access to software skills training and CV / portfolio workshops.

9) We are committed to the continuous development of our people and will support employees in identifying and meeting their development needs. We allocate an annual budget for the training and development of all employees and offer sponsorship and support to employees undertaking their examination in professional practice. We run a programme of structured training, professional support and knowledge sharing activities throughout the year.

20) We are committed to the design and delivery of Safe Buildings, particularly in relation to life safety and fire and we will ensure that all of our employees have the skills, knowledge and competency necessary to do so. We provide training, development and mentoring which forms part of our annual training and development programme and have an allocated budget to address this requirement.

Risk Management for Business

Anti-Bribery & Corruption Policy

JTP prohibits the offer, gift or acceptance of a bribe in any form, including kickbacks on any portion of a contract payment, facilitation payments or the use of other channels to provide improper benefits to clients, contractors, suppliers, officials or employees and/or their friends and families.

JTP operates a detailed anti-bribery and corruption policy in compliance with The Bribery Act 2010 that applies globally to all studios and to all partners, employees, consultants, contractors and any other people or bodies associated with JTP. The policy aims to help identify the various forms of bribery and corruption to avoid occurrence. It is communicated and promoted to ensure that it is consistently delivered throughout the Practice.

Breach of this policy is considered gross misconduct and disciplinary action will be taken if any employee is found to be in breach of the anti-bribery and corruption policy or any legislation relating to bribery.

Modern Slavery Statement

JTP is committed to ensuring that there are no instances of modern slavery or human trafficking in our supply chains or in any part of our business.

Our anti-slavery and human trafficking statement reflects our commitment to acting ethically and with integrity throughout all aspects of our business including the provision of our services, recruitment, selection, and employment practices.

The practice actively promotes and communicates our anti-slavery and corruption statement to our employees to ensure that the behaviour of staff and management reflects our aims.

This statement is made under section 54(1) of the Modern Slavery Act 2015 and constitutes JTP's slavery and human trafficking statement for the financial year ending 31st December 2023. JTP's turnover did not exceed £36 million for that period.

Zero Hour Contracts

Our Modern Slavery Statement also includes our commitment to maintaining fair and stable employment practices that prioritise our employees' well-being and professional growth. As part of this commitment, we affirm that we do not utilize zero-hour employment contracts within the practice. All employment contracts offered by JTP clearly state the guaranteed minimum number of hours employees are expected to work.



