

Revision register				
rev	date issued	author	reviewed by	description of revision
C	05.09	AG	WQ	Requirement from sub-consultants
D	03.11	WQ	AG	Updated
E	08.11	MK	WQ	updated
F	08.13	BS	WQ	Environmental foot-printing updated
G	15.09.14	WQ	BS	Updates
H	16.09.15	RN	SB	Updates

### Cullinan Studio’s Statement of Corporate Social Responsibility

We have been practicing architecture in a socially responsible manner since Ted Cullinan set up the practice in 1965. This statement explains some of the aspects of this business arrangement that is relatively rare for professional services, in terms of

- A statement of intent
- Our structure and our working method
- The work we do and the work we do not do
- Social, economic and environmental sustainability
- Support for change in the construction industry and its professions
- Support for our partners’ wider interests for the public good
- Environmental foot-printing, both corporate and personal
- Implementation of our CSR policies

We have adopted and developed a culture of social responsibility and shared value as an integral part of our business which is the creation of beautiful and useful buildings, spaces and places; but we are acutely aware of the need to maintain a balance between the moral and the aesthetic.

### Ethical Statement of Intent

Partners and staff of Cullinan Studio are committed to producing high quality architecture that fulfils the needs of the client, the user and those of the wider society. We strive to develop appropriate solutions, through our architecture and through education, that are respectful to society and to the world’s resources. We endeavour at all times to conduct our business with integrity, competence and discretion, in compliance with relevant employment and business legislation including the Equality Act 2010 and the Bribery Act 2010. We enjoy diversity as an equal opportunities employer, promoting mutual respect and encouraging life long development.

Partners and staff of Cullinan Studio are obliged in the execution of their work and general conduct to respect one another, our clients, the users of our buildings and the general public regardless of age, disability, gender, gender reassignment, race, religion or belief, sex, sexual orientation, and marriage, civil partnership, pregnancy and maternity status.

We believe in transparency in all that we do and have consistently shared our knowledge and experience within both the architectural and wider communities.

### Our structure and our working method

We are organized as a limited liability company that works with a co-operative structure. All employees undertake a 12-month period of probation, with 4-monthly reviews; if, at the end of this period, there is a mutual desire to continue working together and sufficient work to expand the membership, they become an equal partner / director of Cullinan Studio, be they designer or support staff. The direction of the practice, people’s responsibilities and share of the income are by agreement with the collective membership. There is an expectation that partners will work ‘each according to their ability’ and that they will be appropriately rewarded. Age and

experience demand that both responsibilities and rewards are not equal but rewards are confined so that no member earns more than three times any other.

As stated in our Ethical Statement of Intent, we are an equal opportunities employer, with diversity in age, ethnic origin and background being a strength of the office, as is the relatively equitable male to female ratio in the context of the profession.

The capital assets of the practice are held by an Employee Trust which exists to support the practice so long as it exists. We established this formally in 1989; we subsequently learned that this was the original Arup model and was adopted by (the architectural firm) Make when it was set up in 2004.

When sub-consulting services, we look to potential sub-consultants to demonstrate a similar ethical and social commitment.

### The work we do and the work we do not do

Since the beginning of the practice, we have declined offers of work that were anti-social or environmentally harmful, including the nuclear industry. For many years, we declined to work in private health and education but the progressive blurring of the public / private boundary has made this impractical. Invitations from overseas are examined on a case by case basis and the human rights record of the particular country is evaluated against the UK record. We have worked on particular projects and / or taught in Australia, Canada, Chile, France, Germany, Hong Kong, India, Italy, Japan, Jordan, **Libya**, New Zealand, Norway, Singapore, South Africa, Tanzania Turkey and USA. (in alphabetical order)

### Social, economic and environmental sustainability

Ever since Ted built his house in 1964 as a south-facing solar collector with a protective roof over-hang, we have engaged with the advantages of designing with and for the climate and have vigorously pursued new ideas as we became aware of them. Whereas for many years we have been designing environmentally responsible buildings, it used to be mainly in spite of our clients (e.g. the International HQ for RMC). However, some of our clients, such as the University of Warwick, are now asking us for environmental standards beyond those of the Building Regulations and we expect this demand to step up steadily.

The sustainability agenda has grown from a purely energy-conscious focus to a triple bottom line of social, economic and environmental issues, encompassing energy, water, waste and bio-diversity.

Participation by the users and the general public is an important part of this wider agenda and we have long experience in this from our projects from Barnes Church (1978-84) and Lambeth Community Care Centre (1980-85), to the elaborate managed stakeholder engagement for our mixed-use masterplans for Bristol Harbourside (2000-1) and Penarth Heights (2004-2007) in Cardiff. **We have consulted extensively for the Hillside Hub at Stonebridge in north west London and for the Maitland Estate in London Borough of Camden.**

We are always seeking to maximise community benefit from projects, whether through local employment in construction (Baldwin Terrace redevelopment project) or local materials (Downland Gridshell archive store & workshop project). On occasion, our projects have been aimed specifically at creating local employment such as the Archaeolink Visitor Centre, Aberdeenshire.

### Support for change in the industry and its professions

We aim to support other professionals who wish to practice in a co-operative way in what can be a difficult process, changing from traditional partnership to shared ownership; we have offered our experience to a wide range of practices from small groups to larger practices such as Feilden Clegg before they became Feilden Clegg Bradley and then FCB Studios.

We support members who wish to lecture and teach in schools of architecture and other disciplines. Without detracting from lectures in other places, we determined in 2003 to support the Nottingham School of Architecture in particular; currently we provide an Honorary Professor, an External Examiner, a Professional Practice master class, a **Part 1 tutor** and a number of occasional studio critics. Younger members are supported in doing crits in various schools if project duties allow it.

We support members who wish to participate in industry bodies, especially when these are dedicated to transforming the industry into a more responsible one. Currently, members participate in TRADA, Royal Academy, CABE, CIC, RIBA, NHBC and the Edge. In the past, members have participated in RedR, Architects and Engineers for Social Responsibility, an IStructE Sustainability Task Force and the Movement for Innovation (now Constructing Excellence).

We also actively engage with sustainability groups such as the Sustainable Development Foundation (who runs the Good Homes Alliance and Passivhaus UK) and we participate in the All Party Parliamentary Climate Change Group.

### Support for members' wider interests for the public good

We support members who wish to participate in relevant charities, including **Maggies**, Architects for Humanity, Crisis Open Christmas (designing and making temporary accommodation for the homeless) and Global Generation at Kings Cross (*'supporting young people to create the sustainable world they want to live in'*).



We have supported a number of programmes working with local school children **and are looking forward to working with the Sorrell Foundation Saturday Club in 2016.**

### Environmental footprinting, both corporate and personal

**It is essential that built environment professionals measure the energy performance of their buildings and publish the results; this is much more difficult to achieve than one might suppose but we endeavour to do this on all our projects and have published results on the Carbon Buzz website.**

**We believe that architects should understand their personal and professional carbon footprints** and members are invited to record and monitor their personal footprints on an annual basis. The office has been measuring its own footprint since 2008.

We are members of the Islington Sustainable Energy Partnership (ISEP) and pledged to reduce our 2008 carbon footprint figure by 40% by 2020. For ISEP's Carbon Reduction Awards 2014, we received 1<sup>st</sup> Place '*achieving a fantastic 19% reduction in normalized carbon emissions between 2012/13 and 2013/2014 and an overall reduction of 55% on our 2008 baseline*'.

We aim to be a less-paper office and have significantly reduced the amount of printing of drawings; all projects have their own document exchange site if there is not already a suitable project extranet or site managed by the client. We use recycled paper wherever possible and reuse or recycle our waste where practical. Where possible we hold remote meetings via video conference.

We have a weekly food delivery for our shared office Friday Lunch which is as seasonal as is practical, sometimes using our own grown food. We aim to support local and 'green' businesses for our office and refreshment supplies.

These activities are monitored by our Team Green which also arranges CPD seminars and training in sustainability.

### Implementation of our CSR

This CSR Statement was first prepared in 2007 by Senior Partner Robin Nicholson and validated by Practice Manager Colin Rice. Continuous support for its implementation is the responsibility of our sustainability and welfare management teams - and is the subject of a regular CPD session each year.

Reviewed by Robin Nicholson  
Senior Partner  
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