

AI S

# ESG Annual Report

2024



# A warm welcome from our CEO.



“

**As I reflect on the past year, I am both proud and inspired by the strides we have made in our commitment to Environmental, Social, and Governance (ESG) principles.**

At the heart of our organisation lies a dedication to creating sustainable value—not only within our own business but also for our clients, our wider communities, and the planet.

This year’s inaugural report highlights our progress toward integrating ESG into every aspect of our business. From reducing our environmental footprint and fostering an inclusive workplace to ensuring strong governance practices, we have taken meaningful steps to align our actions with our values.

At AIS, we have always believed in pushing the boundaries, re-imagining possibilities and embracing change to empower our clients’ success. Our approach revolves around flexibility, acknowledging the dynamic nature of modern organisations. We understand that everyone’s needs are unique and our ability to seamlessly adapt your ESG values and priorities into our work is what sets us apart. This agility drives us to deliver tailored and effective solutions that not only meet, but also exceed, our clients’ ESG expectations.

Our unwavering commitment to growth is evident in our ever-evolving landscape. We embrace new technologies, design philosophies and innovative strategies to stay at the forefront of the industry. Our dedication to constant improvement underpins our position as a reliable partner, always ready to face new challenges and seize new opportunities.

I invite you to explore this report and learn more about how we are driving positive impact. We know the road ahead requires commitment, adaptability, and bold action, and we are energised to meet this challenge together with our clients and partners.

Thank you for your ongoing trust and partnership as we continue to shape a more resilient and equitable world.

**Gerry Graville**  
Global Chief Executive Officer  
AIS Group





88 WOOD STREET, LONDON

## Responsible by choice.

This year marks a pivotal chapter in the AIS journey to becoming a more sustainable and socially responsible organisation, governed by our shared values.

**The relaunch of our ESG strategy in September 2024 was a significant milestone for the company, driven by our commitment to reducing our environmental impact, strengthening our relationships with the communities we serve, and ensuring transparency in everything we do.**

It was important for us to take our strategy to the next level, identifying real changes we can make and being honest about challenges we will face along the way.

Our responsibility to act sustainably isn't just a business imperative—it's a moral one. By embedding ESG into our culture, we aim to inspire positive change for future generations while delivering meaningful results today.

We have made measurable progress across all pillars of ESG this year and I'm excited to share the highlights of our efforts over the past twelve months in this, our first AIS Group annual ESG report."



**Aanisa Allali**  
Quality Assurance Manager  
and Head of ESG

## AIS at a glance.

AIS is a globally respected, multi-sector design and construction powerhouse, renowned for delivering high-quality projects with a track record of excellence.

We are driven by innovation, continuously pushing boundaries, reimagining possibilities, and embracing change to empower our clients' success.

At AIS, our unwavering commitment to quality spans every aspect of our operations. Our end-to-end, turnkey, and tailored solutions, including workplace strategy, change management, design, furniture, and construction set us apart from the competition.

By combining our four core specialisms with cross-sector expertise from a world-class team, we transform businesses through the built environment, enhancing the way people experience space.

Sustainability is integral to our mission. We are certified for PAS2060, a declaration of carbon neutrality, ensuring we monitor, measure, and offset our environmental impact.

As pioneers in sustainable practices, we lead by example advising and supporting our clients in raising their own sustainability standards, ensuring responsible, forward-thinking business solutions.



STRATEGIC CONSULTANCY FIRM, LONDON - COMBINATION OF AMPLE NATURAL LIGHT AND SKA COMPLIANT LIGHTING.

# Our four core specialisms.



 **Workplace**

We offer a full portfolio of workplace strategy, design, furniture and build services. Giving our clients reduced risk, speed, quality and a professional experience.

 **International**

Our international team of workplace experts delivering a multitude of workplace solutions that support our clients' global workplace portfolios.

 **Life Sciences**

Award winning team of experts in the design and build of workspaces and laboratories for the Life Sciences sector.

 **Contracts**

Traditional fit-out, dedicated to the detail and build procurement route, delivering projects for developers, landlords and individuals.

## A selection of our 2024 ESG highlights.



02

We held an all-staff workshop in April 2024 to ensure all our staff have a voice on the direction we want the company to take on ESG.

03

We recertified our Integrated Management System under ISO 9001:2015, 14001:2015 and 45001:2018 for a further three years.

01

In 2024 we relaunched our ESG strategy. Among other highlights we renewed commitment to:

- Achieve net zero for our Scope 1 & Scope 2 emissions by 2030
- Achieve net zero for our Scope 3 by 2045
- Source 100% renewable electricity for our London office by 2030
- Divert 100% of our project waste in the UK from landfill by 2030



04

We participated in disclosures for EcoVadis, ESG Book and CDP for the first time.

05

We assisted our clients to achieve a multitude of green certifications such as

- 4 SKA Gold
- BREEAM Excellent, 30.000 sqft
- BREEAM Very good, 60,000sqft
- Ongoing LEED gold, £15M project



06

We retained certified carbon neutrality with a PAS2060 offsetting scheme provided by Carbon Footprint, which involves monitoring, measuring and offsetting our impact on the environment. We offset 292 tonnes of CO2e through sponsoring solar and wind farm projects in India.



07

We set up our first ESG/EDI committee.

08

We held a workshop for all staff on how to set up and manage social value projects that add real value.

09

We held a workshop on sustainability in design and project management.

# ESG organogram.

ESG at AIS Group is integral to every part of the company. There are two board sponsors for ESG, our Chief Administration Officer and our Chief Operating Officer of Contracts.

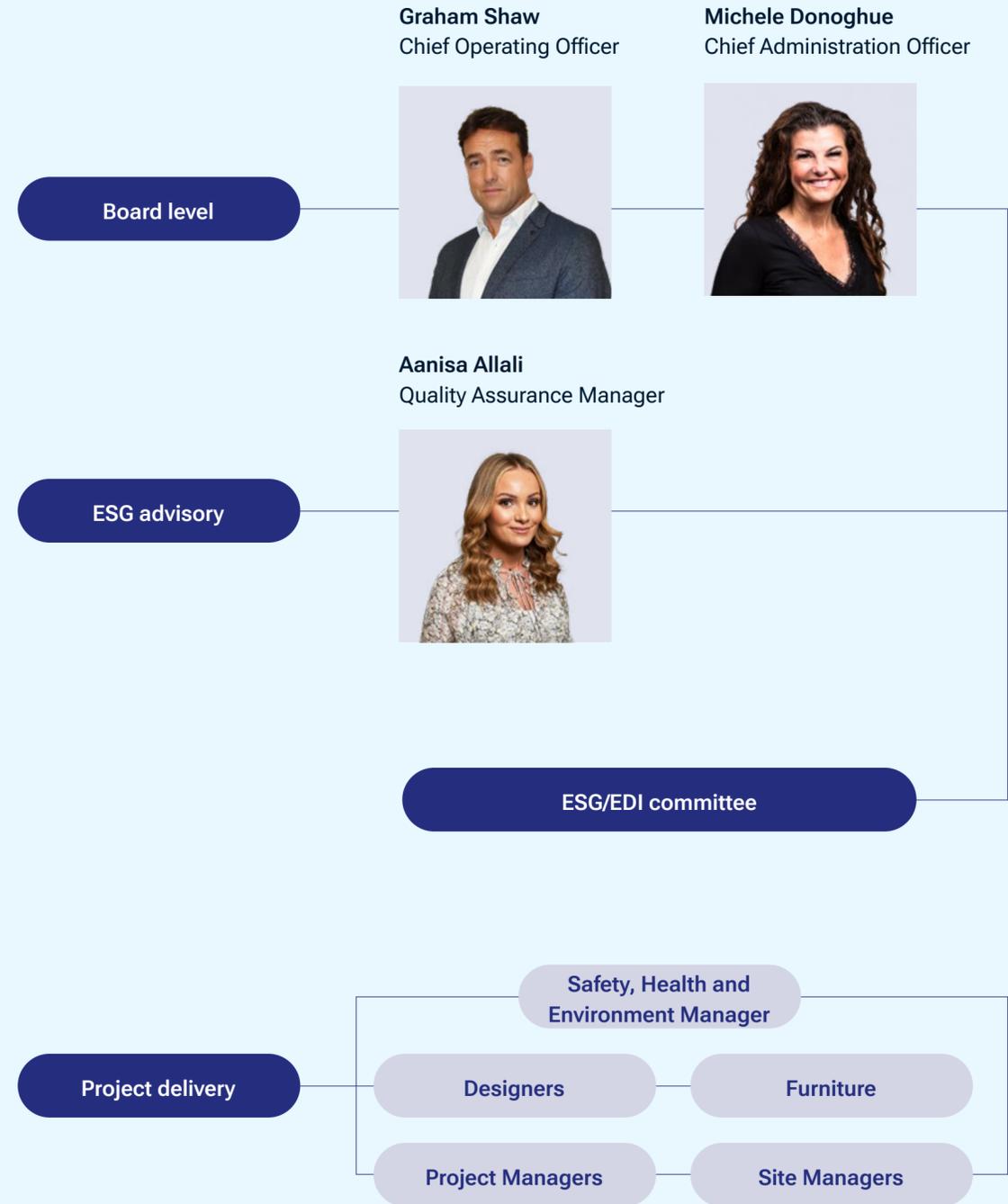
Together, they form an advisory committee together with the Compliance Manager (Head of ESG) and Head of Global Accounts. This committee meet monthly to discuss all aspects of the ESG strategy, action plan and improvements.

A newly established ESG committee supports the company by delivering on different types of initiatives across the ESG spectrum, including equality, diversity and inclusion (EDI) also.

The ESG & EDI committee don't just carry out ESG projects, but are also the eyes and ears of the company, feeding back on new suggestions and ensuring accountability.

For every project we have our SHE Manager and delivery teams who implement everything from sustainable design to social value activities for local communities.

Outside of the formal ESG roles and responsibilities structure within the company, maintaining ESG as a core aspect of our business is the responsibility of each of our teams equally. From our sales teams who need to understand and interpret clients' requirements correctly, to the design and pre-construction teams providing creative design solutions within the budget aspirations of each client, we view practical implementation of ESG solutions as value we can add to our clients at each step of their journey with AIS.





CANADA LIFE, LONDON | BREEM EXCELLENT

## ESG Policy & Commitments.

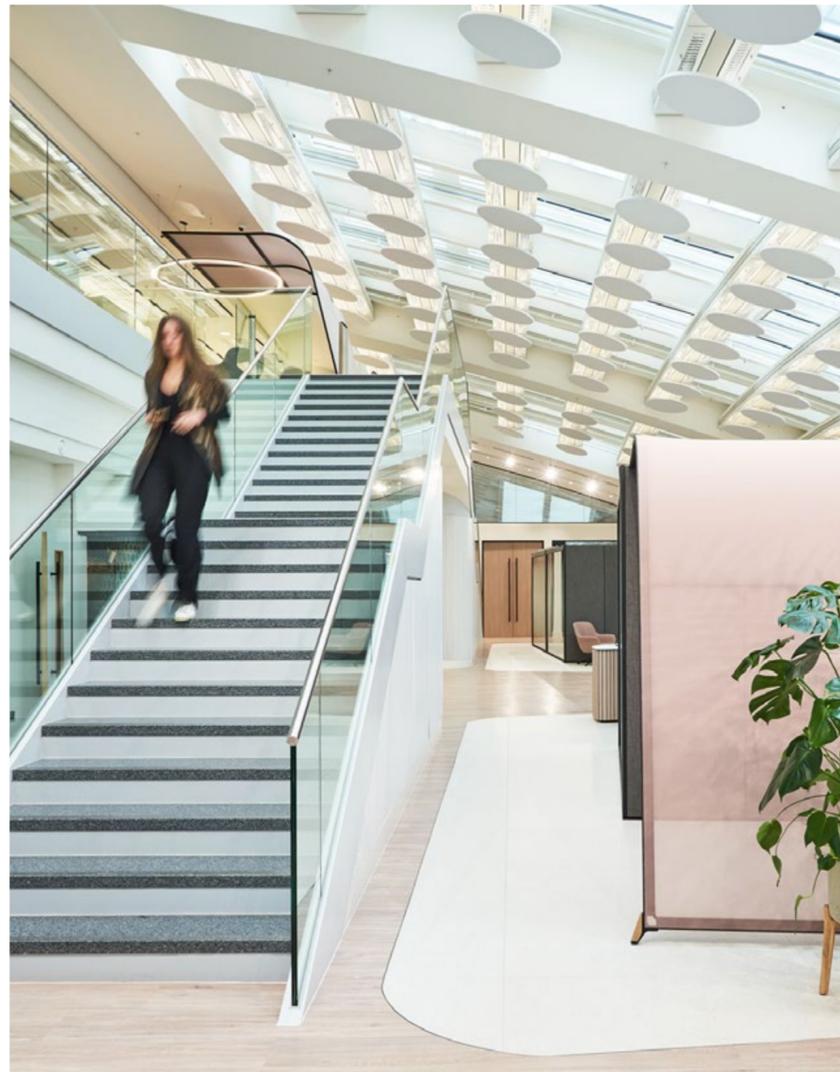
Sustainability is no longer just a statement on a corporate website — it's a core business principle. The successful businesses of tomorrow will need to balance profit, people, and planet.

At AIS, we recognise that those who act now will lead the way in future-proofing their organisations. That's why we issued an updated ESG policy and revised and revamped our Project Zero document in 2024. Together these documents set out our comprehensive strategy designed to guide our journey toward becoming a net zero carbon business.

# Our policy.

Our ESG policy highlights our intentions and contribution towards a positive impact on the environment and society across 4 pillars.

<p><b>01</b></p> <p><b>Our Business.</b> Governance &amp; Decision Making.</p>	<p><b>02</b></p> <p><b>Our People.</b> Developing our People</p>
<p><b>03</b></p> <p><b>Our Environment.</b> Achieving Net Zero Carbon.</p>	<p><b>04</b></p> <p><b>Our Community.</b> Improving our Social Impact.</p>



EF&G INTERNATIONAL, LONDON | SKA GOLD

We aim to inspire the next generation, promote inclusive opportunities, enhance local community spaces and environments, and support the betterment of the health and wellbeing of our people and supply chain.

AI&S have implemented a framework for reporting non—financial ESG impact data publicly and to the board and relevant committees for:

- Our design & build services, including our progress in offering ESG advice, and the impact it has had on ESG factors, and our operations, relating to Our People, Our Environment, Our Community and Our delivery when onsite.
- The social value we deliver as a business and the real-world outcomes driven by these.
- Make commitments in relation to the above and provide public reports on our non-financial ESG performance on an annual basis.

To report, AI&S leverage technology and data management systems to optimise the gathering, measurement, analysis and reporting of real world ESG outcomes delivered through our operations and client services.

## Environmental

Alignment of our climate ambition to the SBTi’s 1.5-degree warming pathway is AI&S’ ambition. We are committed to a 95% reduction in absolute scope 1 and 2 emissions by 2030, against a 2023 baseline. Our scope 3 reduction target is 35% by 2030, against a 2023 baseline. We are also targeting 100% diversion from landfill from our UK based projects by 2030.

## Social Values

AI&S policy now includes social value as standalone commitment and sets out a framework to implement new social value projects, and to measure their impact. Social Value capability is increasingly important to both public and private sectors. Clients seek partners who they can trust to build exceptional projects and contribute to societal well-being as part of contractual obligations.

## Governance

At AI&S, we uphold the highest standards of integrity, transparency, and ethical conduct. We are committed to anti-corruption practices and ensure all activity align with our ethical standards. We monitor our progress using specific KPI metrics and holding ourselves accountable for progress. Training, communication and engagement is important to us, to ensure ESG values are embedded into our culture. A key tenet of our governance principle is that of continuous improvement.

## Our accreditations.

We are immensely proud of the accreditations we have earned and declarations we have made, reflecting our unwavering commitment to excellence, sustainability, and responsible practices across all aspects of our operations.

<p><b>ISO Certifications</b>                  ISO 9001, ISO 14001,                  ISO 45001                  (International Organisation                  for Standards)</p>	<p>Quality, Environmental and Occupational Health and Safety Management, recertified for another three years.</p>	
<p><b>SBTi</b>                  (Science Based Targets initiative)</p>	<p>We have committed to take action against climate change and will be submitting our targets and intentions in 2025.</p>	
<p><b>Constructionline SSIP</b>                  (Safety Schemes in Procurement)</p>	<p>SSIP scheme which demonstrates that we meet industry and regulatory standards for the following areas:</p> <ul style="list-style-type: none"> <li>- Environmental management</li> <li>- Quality management</li> <li>- Equal opportunities and diversity</li> <li>- Modern Slavery Act adherence</li> <li>- Anti-bribery and anti-corruption policies, and Health and safety</li> </ul>	
<p><b>EcoVadis Bronze</b></p>	<p>Assessment of our environmental impact, labour, human rights standards, ethics and procurement practices.</p>	
<p><b>Carbon Footprint</b></p>	<p>Carbon emissions offsetting through the funding of carbon dioxide saving projects and initiatives.</p>	
<p><b>Carbon Disclosure Project</b></p>	<p>Submitted our CDP declaration for the first time in October 2024 and SME B for Climate.</p>	

# The AIS teams going above and beyond.



## Considerate Constructors Scheme

- At our Trade Finance Client site, the project team arranged for internal repair work to be done on the listed church adjacent to the location.
- A local business had its window vandalised, and the site has agreed to cover the cost of replacing it as a goodwill gesture to the affected tenants.



## Giving back

### Events hosted by our ESG Committee

- Cake sale and fundraiser to support MindOut, a mental health charity dedicated to the LGBTQ+ community.
- Donation of winter coats, collected within the AIS head office and sent to WrapUp UK for distribution.



## Joining forces for a good cause

- Our team took part in the CBRE great property bike ride, which proudly supports the Alzheimer's Society.
- JLL Property Triathlon: Enjoyed a beautiful day at Lake Dorney while supporting WWF.

## ESG 2024 events.

2024 was an extremely busy year for AIS as we relaunched our Project Zero document and our ESG Policy.

This was a necessary step to reflect the realities of our growing business, our presence in new markets and new regions around the globe, and the evolution of the understanding of ESG in our business and in our community today.

For this re-launch, the team responsible for its development were committed to ensure staff involvement and staff led initiatives would be prioritised. A workshop in April allowed the company to understand which ESG actions in particular would reflect the ambitions of our people.

Two further workshops were then held for all staff, with the intention of upskilling within the company and further empowering our people to get involved and take ownership of the ESG agenda.

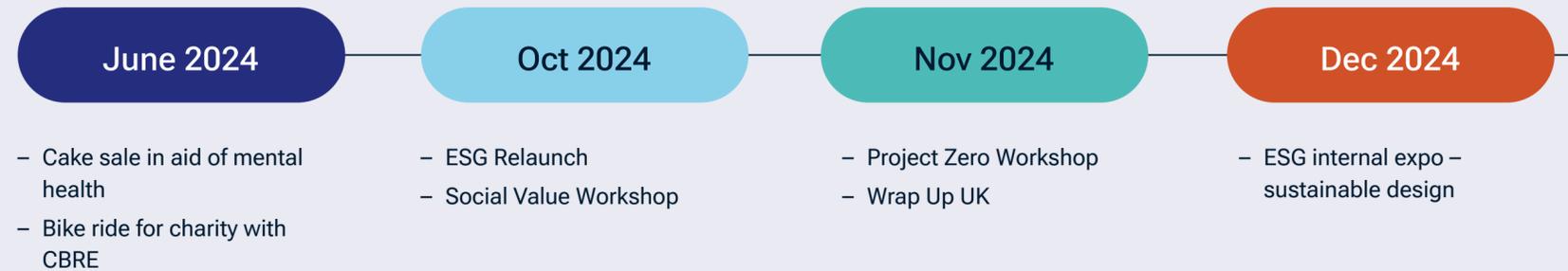
The first workshop focused on social value, getting into the detail of what it entails, how it can benefit the company and the community, and how to approach a social value project to maximise its success.

The second workshop went through the Project Zero document, providing our people with key information about how AIS can improve sustainable outcomes in our daily lives and in our projects, by sustainable design, circular principles, and designing out waste. This workshop was further developed by our own design teams who held an internal sustainable design expo in late December. Their display included sustainable material samples and furniture which others in the company could examine and learn from.

2024 also saw the creation of the first ESG and EDI committee in AIS who are empowered to drive initiatives and suggestions for the company.



### AIS ESG Initiatives 2024

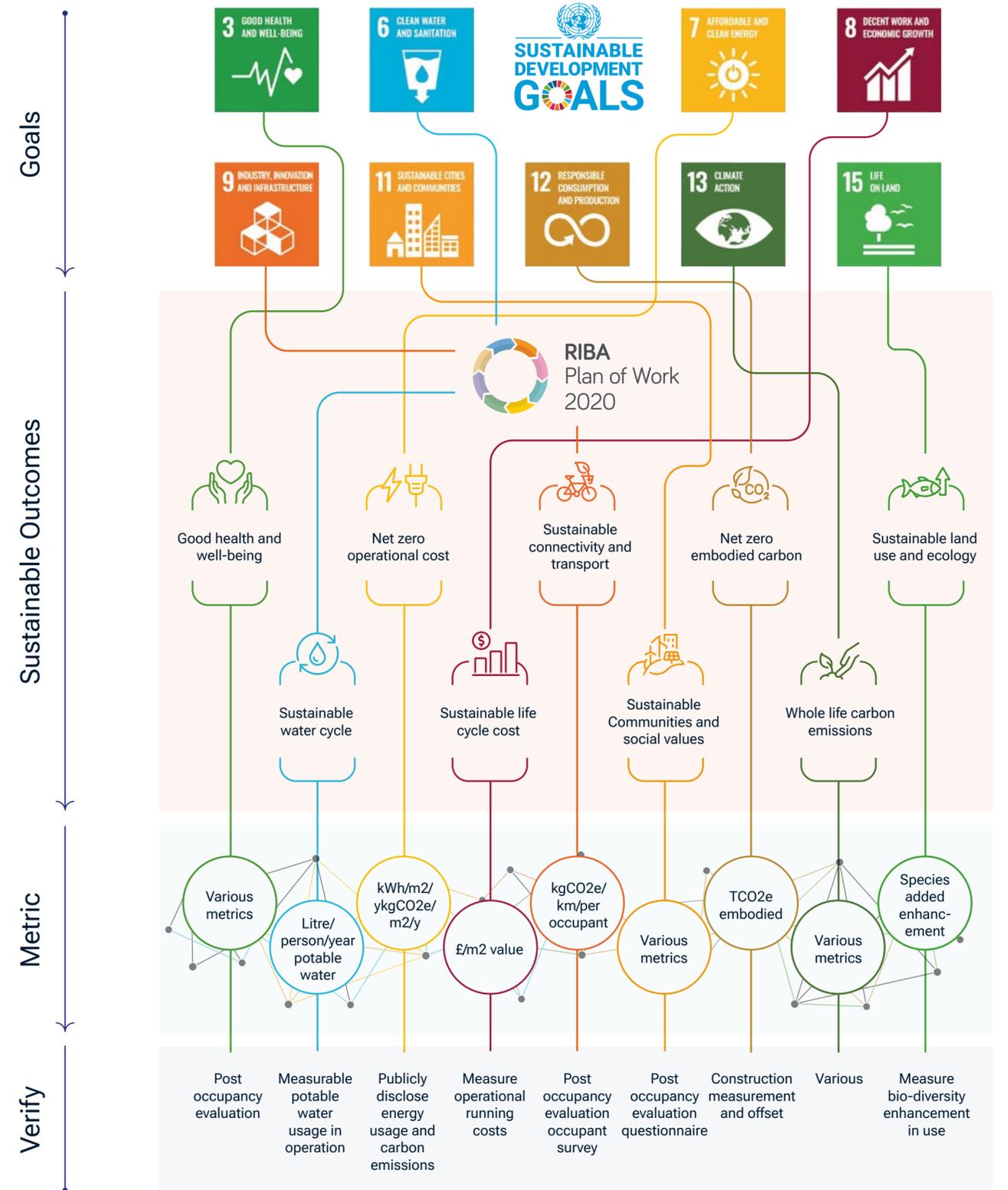


# Sustainability Goals alignment.

AI5 Group have reviewed the RIBA key recommendations from its Ethics and Sustainability Commission, aligning with the UN Global Compact and Sustainable Development Goals and have opted within our Project Zero document to also align with these.

RIBA has identified nine sustainable outcomes that all buildings contribute to. These sustainable outcomes are clear, measurable, realistic, and transparent between expectations and outcomes. Any outcomes-based design approach addresses performance gaps between design intent and in-use results, promoting carbon emission reductions and improved occupant well-being.

The construction industry must urgently address the operational performance gap to meet the net zero carbon target by 2050. By aligning our methodology with this comprehensive approach, it offers widely understood metrics and unified goals, balancing social, environmental, and economic value. This is best understood by the diagram to the right.



Our start to finish' line of reference that applies to any of our fit-out projects – and sustainability runs right through it.

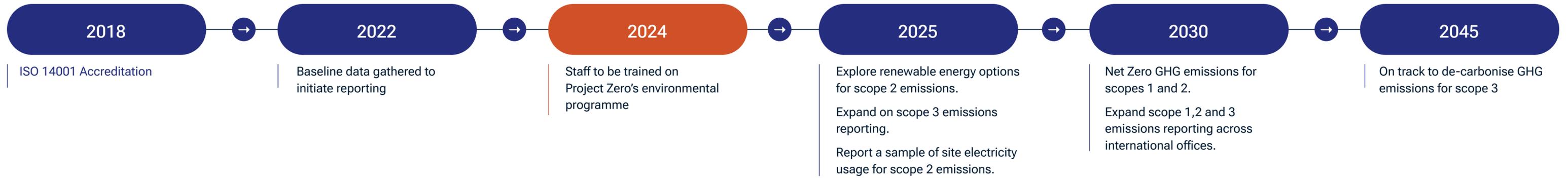


## Environmental.

In 2022, AIS established baseline measurements of our greenhouse gas emissions, marking a critical first step in our journey toward sustainability.

# Carbon Emissions.

## Pathways and targets



**In 2022, AIS established baseline measurements of our greenhouse gas emissions, marking a critical first step in our journey toward sustainability.**

Annual reporting tracks our performance against these targets, ensuring transparency and accountability as we work to reduce our carbon footprint and transition to a low-carbon future.

To ensure a structured approach, we have set specific targets to guide our efforts in reducing emissions. These targets are designed to be incremental, allowing us to take a step-by-step approach in reaching our ultimate goal of becoming net zero. This phased strategy provides AIS with a clear, actionable roadmap, ensuring that we achieve meaningful reductions while continuing to innovate and grow as a responsible business.

Because we work in multiple locations around the globe, our targets currently focus on the office and work we carry out in the UK. As we develop and improve in this jurisdiction then we will add targets for our travel, our international hubs and our international projects, based on the best practises available in these disperse locations.



## Scope 1 and 2 emissions reporting.

Defining a clear reporting boundary is essential for accurately assessing and communicating our sustainability performance. This boundary sets the organisational and operational limits for measuring and reporting our environmental impact, resource use, and emissions.

For now, our emissions reporting will focus on our London HQ. While we also have offices in Malta and Amsterdam, these will be excluded as we refine data collection. Their varied occupancy makes accurate reporting challenging, but we plan to include them as our framework evolves.

AI5 Group reports on all required emission sources under The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018, including Streamlined Energy and Carbon Reporting (SECR). These sources align with our consolidated financial statement; we do not report emissions beyond this scope.

Our methodology follows the GHG Protocol Corporate Accounting and Reporting Standard (revised edition), using UK Government GHG Conversion Factors. With support from independent consultants Alphacello Ltd., we have identified Scope 1, 2, and 3 emissions, ensuring data validity and completeness.

### Reporting period

The reporting period is 1st January 2023-31st December 2023, which aligns with our company accounting period, and has been set using a fixed-base year approach. Since data from January to April 2023 was unavailable, the data for the remaining nine months has been extrapolated to provide a full-year estimate.



### Carbon conversion

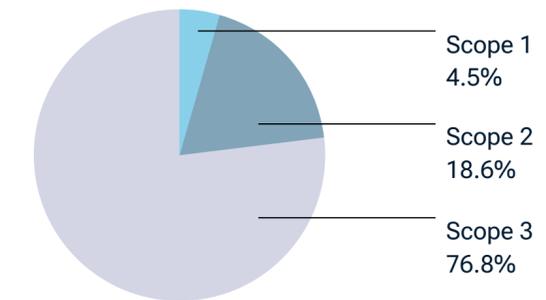
We have used the UK Government's GHG conversion factors for company reporting 2023, this ensures compliance with latest industry standards including SECR reporting.

### Conversion factors are as follows:

- Scope 1  
0.28523 kg CO2e (Oil Fuel)
- Scope 2  
0.20705kg CO2e per kWh

AI5 Scope 1 Emissions 2023	
<b>Gas fired water heater</b>	
64,062.33 KWH	
18.26 tCO2e	

AI5 Scope 2 Emissions 2023	
<b>Electricity (including any district heating / cooling)</b>	
359323.92 KWH	
74.4 tCO2e	



AI5 emissions 2023

## Benchmarking.

### Scope 1

For interior fit-out companies, an average of 3 tonnes CO<sub>2</sub>e per employee per year is commonly used as a benchmark. This figure can vary significantly depending on the specific operations of the company.

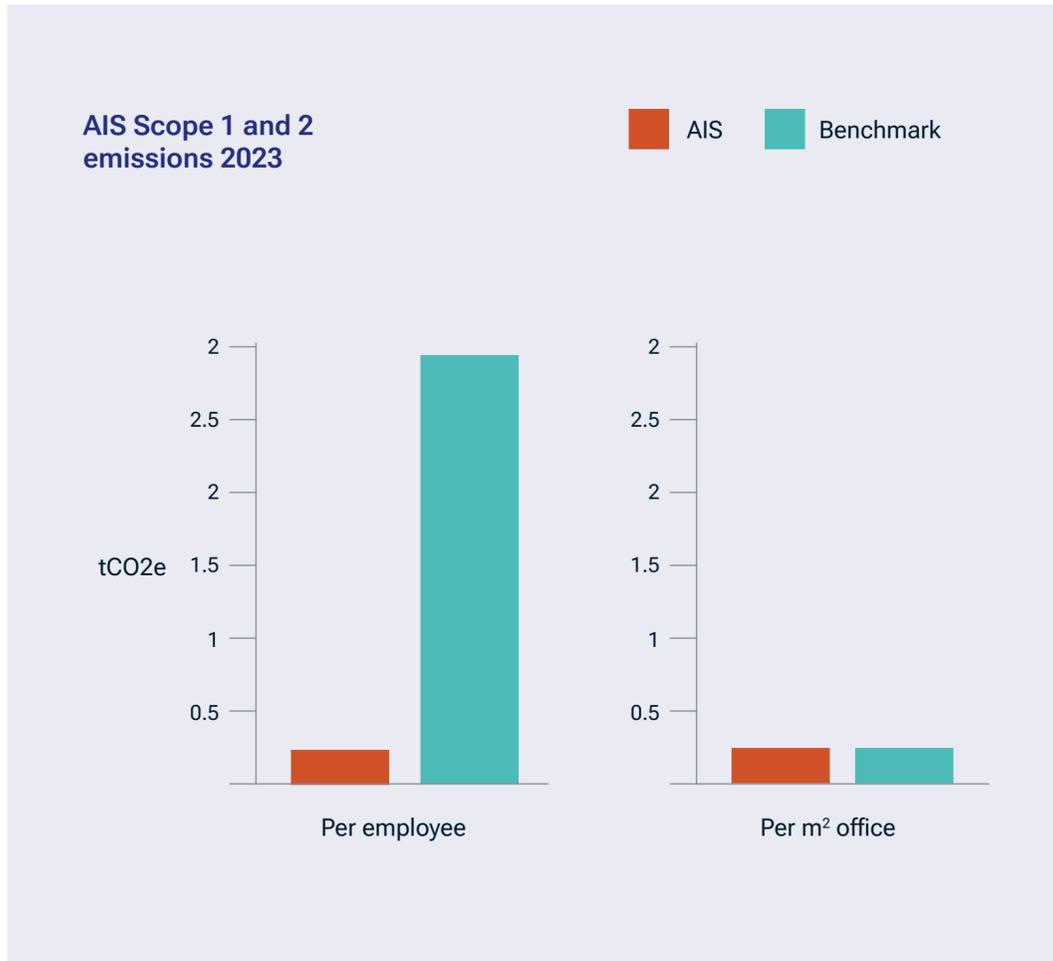
Our analysis of 2023 considers AIS to have a total of 97 employees.

### Scope 2

For interior fit-out companies, the benchmark for Scope 2 emissions is typically 0.15 tonnes CO<sub>2</sub>e per square meter of office space.

In our 2023 analysis, we estimate that AIS has 450 square meters of office space.

These metrics allows us to align our emissions performance with company expansion, ensuring that as we grow, we can accurately track our progress toward achieving our sustainability goals.



This benchmarking analysis provides a clear visualisation of how AIS’s environmental performance is in comparison to other UK based fit out companies.

By comparing these emissions metrics, stakeholders can assess AIS’s relative impact on the environment and understand their commitment to sustainability.

This data underscores AIS’s commitment to not only meeting industry standards but also actively leveraging this information to make informed decisions aimed at reducing carbon emissions.

Given the current limitations of the data, we aim to conduct this process with increased scrutiny to enable more precise comparisons in future.

### Intensity measurement

We use an employee intensity metric (tonnes of CO<sub>2</sub>e per employee) for Scope 1 emissions and office space per square meter (m<sup>2</sup>) for Scope 2 emissions. This approach ensures relativity, offering clear comparison data and performance indicators that scale as the company grows.



## Scope 3 emissions reporting.

As we refine our emissions reporting, we recognise the importance of addressing Scope 3 emissions and have begun documenting them where feasible. Currently, our Scope 3 reporting covers Category 6 – Business Travel.

We use TravelPerk software to track travel records, supplemented by expense data, to quantify the financial impact of employee travel from our London office. This data is then converted into carbon metrics to form our current Scope 3 reporting.

We acknowledge the need to expand this scope and are setting future targets to include:

- **Construction materials** - Sampling emissions from sites undergoing environmental accreditation.
- **Office supplies** – Capturing procurement and usage-related emissions.

- **Transport of building materials** – Documenting emissions from material transport to construction sites.
- **Waste generated** – Initially focusing on the London office, with plans to extend to construction sites.

By setting these targets, we aim to enhance our understanding and management of Scope 3 emissions across key areas of our operations.

AIS Scope 3 Emissions 2023
<b>Business travel</b> 302.5 tCO2e



Type	Miles travelled	Emissions factor	tCO23
Car	673,344	0.273	183.82
Air	744,027	0.176	103.95
Train	420,840	0.035	14.73

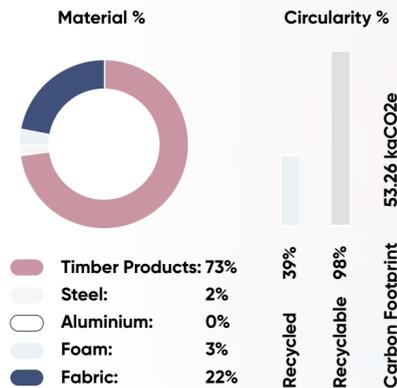


# Sustainability in action. Furniture.

We are committed to managing supply chains, ethical work practices, and responsible sourcing, by collaborating with like-minded partners who share our values, fostering a collective effort to develop projects that positively impact both people and the planet.

## Code: Banquette Seating

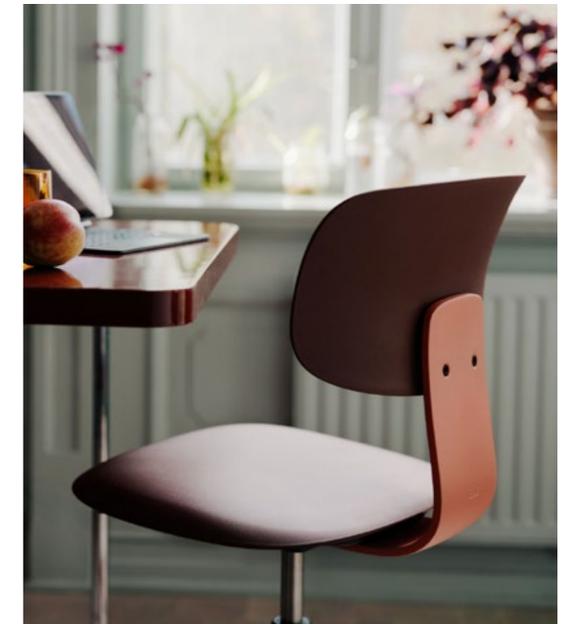
Location: Breakout/Quiet Area



Product Name: Monsal Banquette Seating  
 Manufacturer: Sixteen3  
 Made in: Warrington, UK



We prepare a Product Sustainability Passport for key pieces of furniture. This provides traceability and transparency, enabling giving clients access to essential information about their project's sustainability, promoting circular economy practices and fostering more informed, and eco-conscious, choices.



Tion Chair by HÅG, Norway - 75% recycled materials, 100% Recyclable, FSC certified, renew / take-back scheme, 10 year guarantee

## Social.

At AIS, our vision is to create exceptional environments that improve lives, fostering a better and brighter future for our people, customers, and communities.

# Social value.

Together with Anna Koukoulis of Social Impact Coach, AIS have worked to construct five key social value commitments as an organisation



## Bespoke Social Value Framework

We will offer clients bespoke social value approaches, integrating existing frameworks or tailoring objectives using in-house expertise. We ensure our contributions are meaningful and impactful by understanding local community needs.



## Inspiring and Educating the Next Generation

We are dedicated to equipping young people with skills, knowledge, and connections. We provide quality career support, networking, mentoring, and training to grow future industry leaders and professionals.



## Inclusive Growth and Fair Opportunity

We will reduce inequality and foster economic growth by promoting fair job and training opportunities for marginalised and vulnerable groups and commit to the fair growth of local and diverse supply chains.



## Community Empowerment

We engage in local re-fresh projects to enhance community spaces and environments. Our people and partners passionately volunteer their time to support initiatives to boost local biodiversity, tackle poverty and support social mobility.



## Health & Well-being

We ensure our people and supply chain can achieve their best through initiatives that enhance their mental and physical wellbeing.

## In the spotlight.

Staying true to our values and giving back is at the heart of what we do.



### Helping the local community. Donation of office sofa to the school.

AISS's head office in London, which is currently undergoing refurbishment, donated two pieces of furniture to a school in Bedfordshire.



On behalf of Ardley Hill, I wanted to thank you and your company for the generous donation of furniture to our school. We have placed the sofa and table in our front Reception area which has added more seating and makes the area more comfortable for our parents and pupils. Visitors have commented on how lovely it looks! A class teacher very quickly requested the chair to add to his reading corner and make the space more inviting. Pupils have already been using it since the delivery yesterday.

### Putting values into action in Malta

Early in 2024, AISS welcomed three new site-based personnel to the Malta team. The three, all from Nepal, had been working with us via a subcontractor for some months. AISS became aware that their employment situation was not in accordance with the values upheld by AISS Group and after examining other avenues, AISS decided that the best way forward was to offer them direct employment with us. The positive impact of this decision on the whole team in Malta was immediately noticeable. I would touch on the impact on the guys mental health, their approach to their work, as well as the fostering of a sense of family on site amongst the team. In taking actions like this, AISS demonstrates our commitment to real value-led ESG actions.



## Governance.

The ESG governance structure of AIS follows a framework that ensures accountability, integration, and effective implementation of ESG principles across their operations.

# Meet our leadership team.

Our board, comprised of seasoned and respected members of the design-and-build fit-out industry, is deeply committed to environmental, social, and governance principles.

For them, ESG is about giving back to the communities where we live and work, minimising the environmental footprint of our projects, and inspiring our designers to propose creative solutions and use sustainable materials. This dedication ensures that we continue to push boundaries in delivering designs and buildings that are not only functional and beautiful but also aligned with our responsibility to the planet and future generations.



**Gerry Graville**  
Chief Executive Officer



Gerry has led the AIS Group through phenomenal growth, expanding the business from its humble beginnings, extending our client base and geographic reach, to its status today as a leading global provider of workspace solutions. With over 25 years' experience, Gerry is focussed on continually improving our offering and organisational development across each of our operating locations, ensuring we serve our clients with a quality-driven and client-centric offering.



**Dave McGee**  
Chief Operating Officer  
International



With a tenure spanning 30 years, Dave is one of AIS' long standing team members, whose role has evolved over the years from designer, pre-construction and Project Director to a member of the firm's C-Suite today. David oversees all international operations of our business activity, managing our European studios in Amsterdam and Malta, while also adopting an influential role in strengthening our expansion across the European markets.



**Graham Shaw**  
Chief Operating Officer  
Contracts



Graham is a respected leader with over 30 years of experience in the industry, across a multitude of sectors for both public and private clients. With a passion for continuous improvement, he champions operational excellence while prioritising client satisfaction. As a leader in the Education and Public Sector partnerships, Graham's commitment to ESG spearheads meaningful initiatives that make a positive impact on the communities and institutions in which we work.



**Michele Donoghue**  
Chief Administration Officer



Michele brings a wealth of strategic leadership and administrative expertise to AIS. With a background in organisational operations, Michele plays a pivotal role in overseeing our administrative functions. Her seasoned guidance has consistently streamlined our processes and elevated our efficiency across our global locations. Michele's passion for creating harmonious, productive work environments resonates with our commitment to enhancing environments.



**David Smith**  
Chief Operating Officer



David leads AIS construction and commercial teams, maintaining unwavering standards of operational excellence across our diverse portfolio of projects. His leadership extends to supply chain engagement, health, safety and client satisfaction, shaping the foundation for our success on a global scale. Boasting three decades of experience in the industry, David's expertise ensures that the highest standards of quality and governance are consistently upheld.



**Leeson Medhurst**  
Chief Strategy and  
Marketing Officer



Leeson heads the Workplace Strategy and Marketing teams. With over three decades of experience in feasibility studies, he is renowned for delivering outstanding experiences and is a leading authority on the interplay between environments and human behaviour.

As an international speaker and thought leader, Leeson leads the marketing team in promoting the AIS brand across global markets, securing the firm's distinctive offerings in the industry.

## Governance Structure.

Governance begins with board-level oversight where two of the board members are also part of the ESG advisory committee to oversee the company's ESG strategy, compliance, and progress.

ESG is also integrated into risk assessments and strategic analysis of the company in alignment with financial and operational risk assessments.

The AIS compliance manager is responsible for setting out ESG targets with the advisory committee and ensuring day to day ESG actions are being carried out such as data collection, reporting, and stakeholder engagement. With assistance from across the company, the ESG advisory committee and ESG and EDI committee deliver sustainability improvements, social value projects and maintain our accreditations, in particular our ISO accreditations.

Our design and project teams focus on minimising the environmental impact of our projects, including waste reduction, energy efficiency, and sustainable material sourcing. ESG considerations are built into project planning, design, and execution. This includes environmental impact assessments, community consultations, and ethical sourcing practices. These teams also work with suppliers and subcontractors to adhere to ESG standards, including labour practices, environmental sustainability, and compliance.

The company has established ESG-related key performance indicators (KPIs) such as carbon emissions reduction, diversity metrics, and community investment and measures them on an ongoing basis. We believe the value of these trends over time will be valuable information informing future policy decisions.



**We have to value the spaces that we have and use them more efficiently, falling in line with the ideology of the circular economy by designing for longevity.**

# Diversity, equity, inclusion and belonging. Spaces with room for everybody.

We acknowledge the necessity for our teams to authentically mirror the diverse communities we passionately aim to uplift.

Our team reflects the diversity of the communities we serve, bringing together varied backgrounds and perspectives that drive creativity and innovation. We represent various genders, races, ages, the LGBTQI community and citizens from all corners of the globe.

Embracing diversity strengthens our work, helping us deliver thoughtful solutions that resonate with clients and communities alike.

Many of our people have travelled with us for a significant stretch of the journey since we began 45 years ago. The result is a team that benefits from the advantages of experience, but which embraces the ingenuity of new perspectives.

Only through embracing diversity can we offer our partners and their people the ecosystems they require to flourish in a shared space of respect, dignity, acceptance and understanding. The culture we endeavour to cultivate extends beyond our studios and resonates through our partnerships with the organisations we champion.

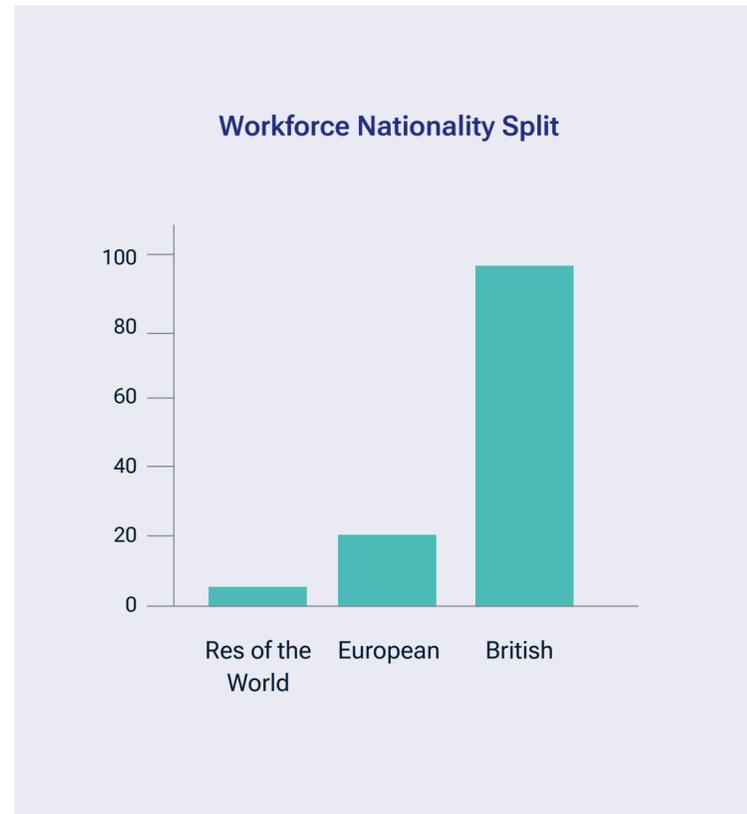
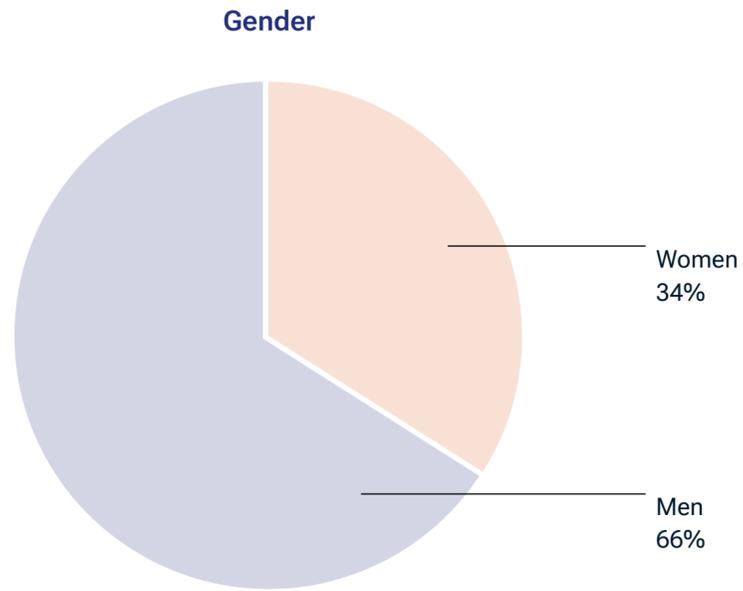
We're committed to fostering an inclusive culture of respect, collaboration, and growth.



# Who are AIS?

We recognise the importance of our teams authentically reflecting the diverse communities we strive to support.

This alignment not only enhances our understanding of the unique needs of those we serve but also fosters an inclusive environment where varied perspectives can thrive.



# Risks identification and mitigation.

Proactively evaluating and managing risks is critical to ensuring the long-term sustainability and success of our operations.

In the fast-paced interior design and build industry, our projects typically span 4-8 months, limiting the risk on each project, however our business as a whole requires agile and forward-thinking strategies to address potential challenges and seize opportunities. In 2024, we completed our first risk assessment review focussed on climate change. This was reported on in detail as part of our CDP disclosure.



Alston & Bird, London

Acoustic panelling by Alto CLAD, UK | 60% recycled PET, 100% recyclable, low VOCs.

Following a comprehensive review with our commercial and technical teams, we have identified the following as our primary risks and opportunities:

### Key Risks

- **Supply Chain Disruptions**  
Unforeseen delays or shortages can impact project timelines. We are committed to building resilient supply chains by fostering strong supplier relationships and diversifying sourcing where feasible.
- **Cost Volatility**  
Fluctuations in material and labour costs may affect project budgets. While costs are often passed on to clients in our industry, we recognise that market conditions and the need for a competitive advantage means we may not always allow for this. Our focus remains on efficient procurement and innovative solutions to manage costs.
- **Weather-Related Impacts**  
Adverse weather conditions, especially in project-critical phases, pose risks to timelines. We mitigate these risks through proactive scheduling, adequate insurance and contingency planning.

### Opportunities

- **Advancing Technology**  
Embracing new technologies in project management, design, and construction enables us to enhance efficiency, reduce waste, and deliver superior results. Efficient equipment, building control systems and quality recycled goods are all examples of how we can use advancements in technology to our benefit.
- **Sustainability Leadership**  
By integrating eco-friendly materials and methods into our projects, we align with market demand and position ourselves as a leader in sustainable design and construction.  
  
By raising awareness of these risks and opportunities across all levels of our organisation, we ensure a proactive and informed approach to decision-making, safeguarding our ability to deliver value to clients and stakeholders in an ever-evolving landscape.

## Anti-bribery.

AIS have an Anti-bribery and Corruption Policy for our people to be aware of and to uphold. This policy sets out in detail the rights and obligations for AIS and all its people in the course of their work.

The AIS supplier codes of conduct, and responsible sourcing policies to ensure that our supply chain reflects our values. We are committed to ensuring that there is no modern slavery, human trafficking, bribery or corruption in our supply chains or in any part of our business. We have robust supply chain and business management processes within our ISO 9001 Quality Management System which ensures that all suppliers are compliant and subject to regular review.



WE EXIST  
TO BUILD  
GREAT THINGS®



# AI S

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