

MIKHAIL RICHES

B Corp Impact Report
2024-2025





Contents

Introduction

About Mikhail Riches	04
The Year In Review	06
Our BCorp Journey	11

Impact Assessment

01	Governance	12
02	Workers	18
03	Community	22
04	Environment	32
05	Customers	44

Summary of Goals	48
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About Mikhail Riches

We create buildings people love.

Mikhail Riches is renowned for delivering high-quality, sustainable architecture that maximizes potential within complex constraints. We transform land & buildings into somewhere remarkable and believe inspirational architecture is possible in every project and it has the power to enrich all our lives. We are UK leaders in environmental and socially inclusive design across multiple sectors – including Housing, Education, Mixed-Use, Masterplanning, Leisure & Retrofit.

We thrive on projects with unique opportunities and challenges, approaching each scheme with creativity, technical expertise, and a commitment to collaboration. By working closely with stakeholders and communities we ensure every project is both inspiring and practical, meeting the needs of the present while anticipating the demands of the future.

Led by David Mikhail & Annalie Riches. Our talented team live & breathe each project, deliver outstanding design & have fun doing it. We have 25 years of experience pushing the boundaries of sustainable architecture. Our combined expertise & experience sets us apart – and means we design buildings beautifully with sustainability as their DNA.

Introduction

Welcome to our first annual Impact Report. This report marks an important milestone: our first year as a certified B Corporation. We are pleased to share our certification impact score of 92.4.

The report is structured against the 5 Impact Areas that made up the B Lab version 6 Standards and against which we certified in June 2024:

01 Governance

Our mission, ethics, transparency and engagement with social and environmental impact.

02 Workers

Our contributions to employees’ financial security, health & safety, wellness, career development, and engagement & satisfaction.

03 Community

Our engagement with and impact on the communities in which we operate, hire and source from.

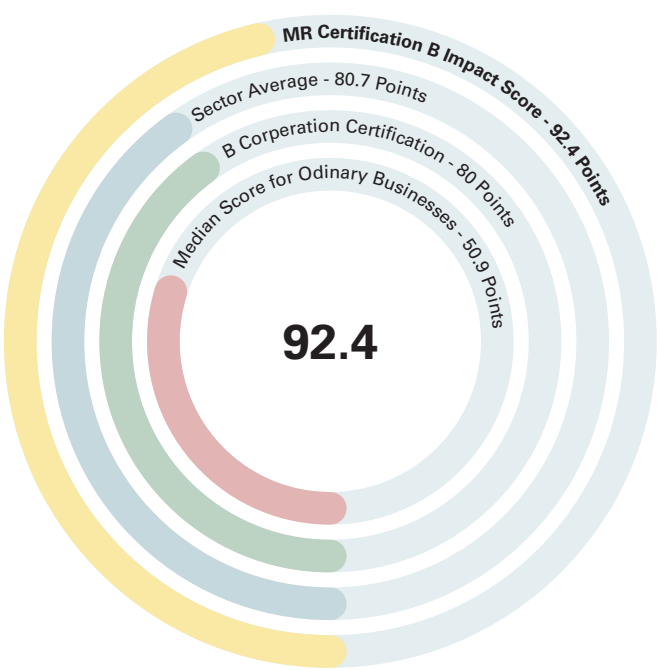
04 Environment

Our environmental management practices across our work and operations.

06 Customers

The stewardship of our clients through the quality of our services, ethical marketing, data privacy and security, and feedback channels.

Becoming a B Corp was never just about earning a badge. It was about holding ourselves accountable to the values that have always been at the heart of our practice. In the pages that follow, we invite you behind the scenes to explore how we work, what we value, and the impact we aim to have. From our commitments to ethical business practices and supporting our team, to our engagement with the architectural and construction community, and advocating for sustainable and socially inclusive design. We’ll share the journey that led us to certification, identify where and how we want to improve, reflect on the progress we’ve made in our first year, and outline our goals for the future and the actions we’ve begin to take to work towards them. This is both a celebration and a re-commitment to continued improvement and designing with purpose.



New Standards

On 8th April 25, B Lab unveiled its newly strengthened standards for business impact, designed to help companies drive meaningful and sustainable change in response to the growing crises of climate change and social inequality. These updated standards mark a significant shift by replacing the previous points-based assessment with clearly defined minimum requirements that must be met across seven revamped impact areas:

- Purpose & Stakeholder Governance
- Fair Work
- Justice, Equity, Diversity & Inclusion
- Human Rights
- Climate Action
- Environmental Stewardship & Circularity
- Government Affairs & Collective Action

We’re looking forward to engaging more closely with these new standards as part of our upcoming recertification process in another year’s time and we’ve been using B Lab’s self-assessment tool to understand how we measure up. This evolution offers an opportunity not only to improve our operations and commitment to making continued meaningful progress against all areas, but also to sharpen our focus on the most impactful actions a business can take. By aligning more deeply with these principles, we aim to unlock new potential to act as a catalyst for change. To contribute to the building of an inclusive, equitable, and regenerative economy while protecting our planet, its people, climate, and ecosystems.

The Year In Review

As we reflect on the past year we're pleased to share some of the projects, achievements and recognitions that have defined another transformative chapter for our practice.

It's been a landmark year for our renovation work on Phase 2 of the brutalist Park Hill estate in Sheffield. The project was shortlisted for the Stirling Prize, one of the most prestigious awards in architecture, and won several accolades including the RIBA Reinvention Award, a RIBA Yorkshire Award, and a RIBA National Award. It also received a special mention in the inaugural European Collective Housing Awards. We're especially proud that our Project Architect, Alim Saleh, was named RIBA Yorkshire Project Architect of the Year for his outstanding stewardship of the scheme. We are honoured to play a part in the evolving story of Park Hill and to see our work become part of its cultural legacy.

Meanwhile, our project Goldsmith Street for Norwich City Council continues to set the standard for how the public sector can address inequality, deliver long-term value, and respond to the climate emergency through thoughtful design. Goldsmith Street was named Dezeen's 'Most Significant Building of 2019' in a series highlighting the most influential buildings of the past 25 years. The project was showcased in the Bartlett Faculty of the Built Environment's report, How High-Quality Housing Can Be Delivered in Less Well-off Areas, and was featured in the Design Council's publication, Design for Neighbourhoods: A Design Agenda for the New Government, which outlines recommendations for delivering 1.5 million homes within the UK's carbon budget.

In the studio, we've continued to grow our portfolio with exciting new commissions across Wolverhampton, London, York and Manchester. In York, our plans for 101 affordable Passivhaus homes at Ordnance Lane gained planning permission. Forming part of the City of York Council's Housing Delivery Programme the project contributes to a 600-home plan to support residents' health and wellbeing while encouraging a low-carbon lifestyle. In London, our proposals for Gurnell Leisure Centre and 300 new homes for Ealing Council also secured planning consent. Meanwhile in Sheffield, phase 5 of the Park Hill estate was unanimously approved at committee, marking the start of the final chapter in this iconic site's transformation. We've also begun detailed design work on several significant projects, including Owlstone Croft graduate homes for Queens' College Cambridge and Arcus Road, Lewisham, for 36 affordable tenure Passivhaus homes.


Our research work continues to progress. As part of the Transforming Homes consortium, funded by the Arts and Humanities Research Council, we're supporting the de-carbonisation of 10 demonstration homes in Bristol. The research is focused on exploring the integration of bio-based materials with low-carbon technologies and spatial replanning to better meet the needs of current and future generations. It's a vital step in understanding how we can retrofit existing UK housing stock at scale in a way that is sustainable, equitable, and community-led.

Several more of our projects continue to make progress on site. Construction is underway at Wimbourne and Buckland

Street in Hackney. In York, our schemes at Duncombe Barracks and Burnholme are nearing completion. These schemes are serving as a catalyst for industry-wide learning. Coaction Training CIC supported by Construction York and in collaboration with social value enterprise CHY are delivering fully funded training courses on site to upskill construction workers and expand the availability of Passivhaus expertise in York and beyond.


This year we welcomed six new colleagues and promoted four members of our team. As part of our continued commitment to sustainable design, the entire studio undertook a Passivhaus Bitesize training course. The sessions focused on practical application in detail design and problem solving on site. With our collective experience in delivering low-carbon schemes the training sparked some rich discussion and allowed us to really dig into the detail of low-energy design in an applied way.

And finally, our Architects Action for Affordable Housing (AA4AH) campaign is gaining momentum. A call for government to do better to deliver desperately needed affordable housing has grown with the support of over 130 architectural and built environment professional organisations. As part of this effort, we are lobbying the government to take on five affordable housing priorities grounded in the belief that 'A good home is the foundation everyone should enjoy, a human right that too many are living without.' To support this vision, the Architects Journal published the Good Homes for All: 20 Examples of How to Do Housing which showcases real, practical solutions and best practices from across the UK, providing a clear roadmap for how affordable housing can be delivered with quality, affordability and integrity.


 **5**
New Team Members

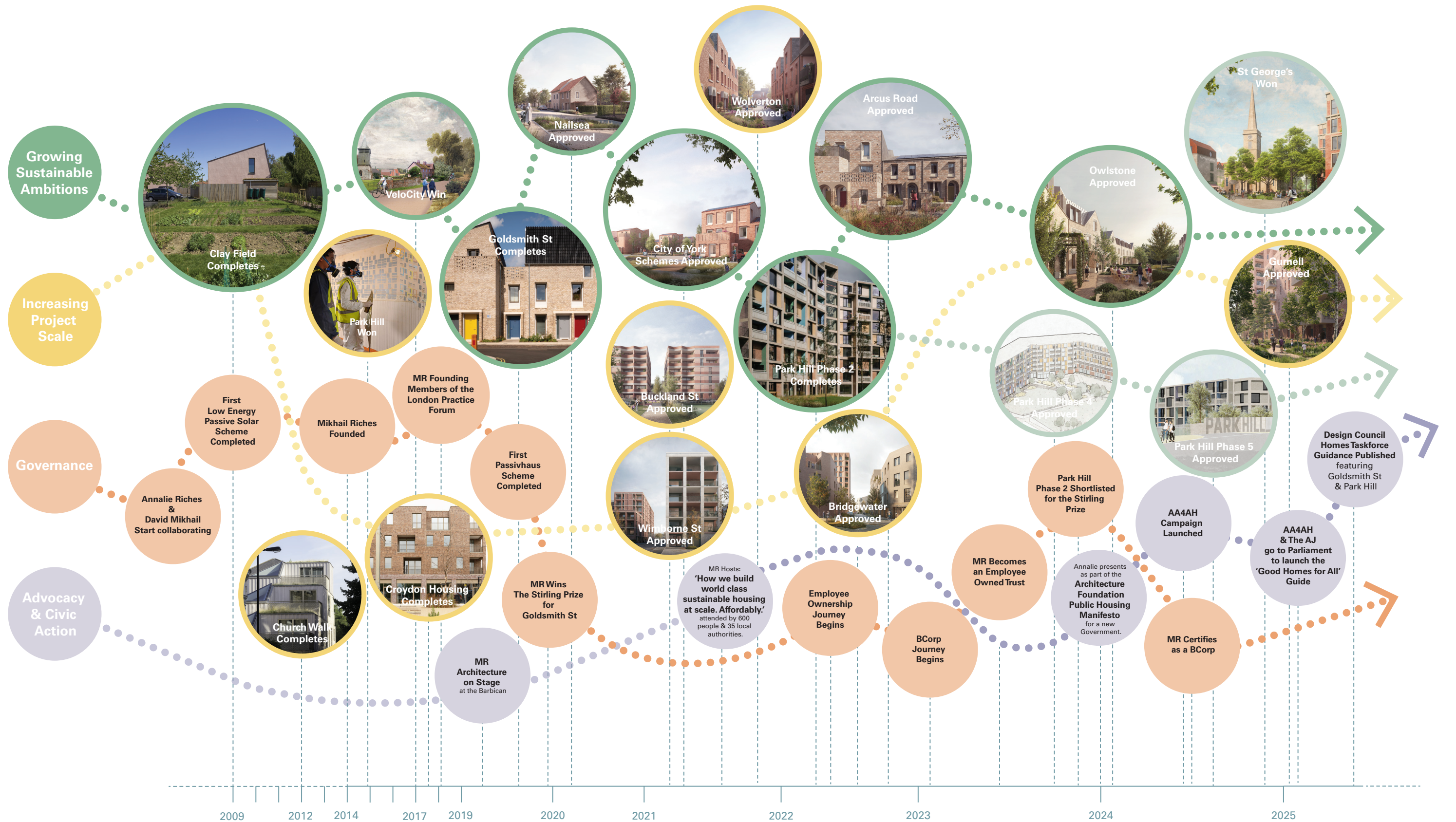
 **4**
Promotions

 **1**
LSA Student

 **401**
Net zero carbon homes received planning permission

 **60+**
Hours of Civic Action

 **30+**
Hours of Outreach





Our B-Corp Journey

The journey to accreditation has given us an opportunity to reflect on and examine our values and processes as a company and how we embed sustainability every step of the way. The accreditation has also provided a framework against which we can continuously monitor and improve all areas of our business operations. Starting with our first low carbon project, the hempcrete rural social housing Clay Field, through to Goldsmith Street and Park Hill Phases 2, 4 and 5, we have been pushing at the boundaries of sustainable architecture, and so achieving Certified B Corp status was a huge event for the practice in recognition of our purpose and values when it comes to the highest standards of social and environmental performance. It demonstrates our commitment to a detailed and rigorous process which examines every part of practice and helps us embed sustainable thinking into our day-to-day business, as well as our architecture. It examines our purpose, values, and celebrates the highest standards of social and environmental performance. Importantly, it encourages honesty and learning how to do even better the next time we are assessed. We're excited to join a collective movement to use business as a force for good.

What does being a force for good mean for us?

For us, being a force for good means actively advancing environmental design, zero carbon architecture, and socially inclusive design practices. We are committed to doing this sustainably

and affordably, ensuring that the greatest number of people can benefit from our work.

We strongly promote Passivhaus building standards as a key part of this effort. Our goal is to address the dual housing crisis in the lack of new homes and the quality of existing ones while tackling challenges around deliverability and affordability. We recognize the overwhelmingly mediocre state of housing in the UK, both in terms of build quality and energy efficiency, and are determined to raise the bar. At the same time, we confront the intertwined climate and biodiversity crises. Our mission is to create environments where both people and nature can thrive, meeting human needs while respecting the limits of our planet.



Governance

The Governance Impact Area evaluates our ethics, overall mission and commitment to social and environmental impact. It examines how this is imbedded into our daily practice through ownership structures, stakeholder involvement, transparency and accountability and evaluates our ability protect our mission through our corporate structure and governing documents.



Our Mission & Values

From the outset, our work has been underpinned by a desire to make socially purposeful architecture that contributes to the collective wellbeing of our society and can be judged not only on standards of aesthetics but on ethics. To help us succeed, we've created a strong employee culture based on mutual respect, diversity, clear communication and friendliness.

Our approach is not just about WHAT we do – our skills and competencies - but HOW we do things - the ways we interact, think about and approach our work. We strive to:

- Act honourably, aligned to our social values - it's all about people.
- Communicate candidly and build trusted enjoyable professional relationships.
- Encourage decision-making by employees.
- Share information openly, broadly and with good humour.
- Hire and retain highly effective, talented people.

Our culture, one of mutual respect, enthusiasm, rigour and kindness, is outlined in the following values:

Be Respectful: Behave ethically, act honourably even when no one is looking and in the best interests of people and the planet.

Take Initiative: Volunteer and be proactive. Take care of problems, small and large and never think "that's someone else's job".

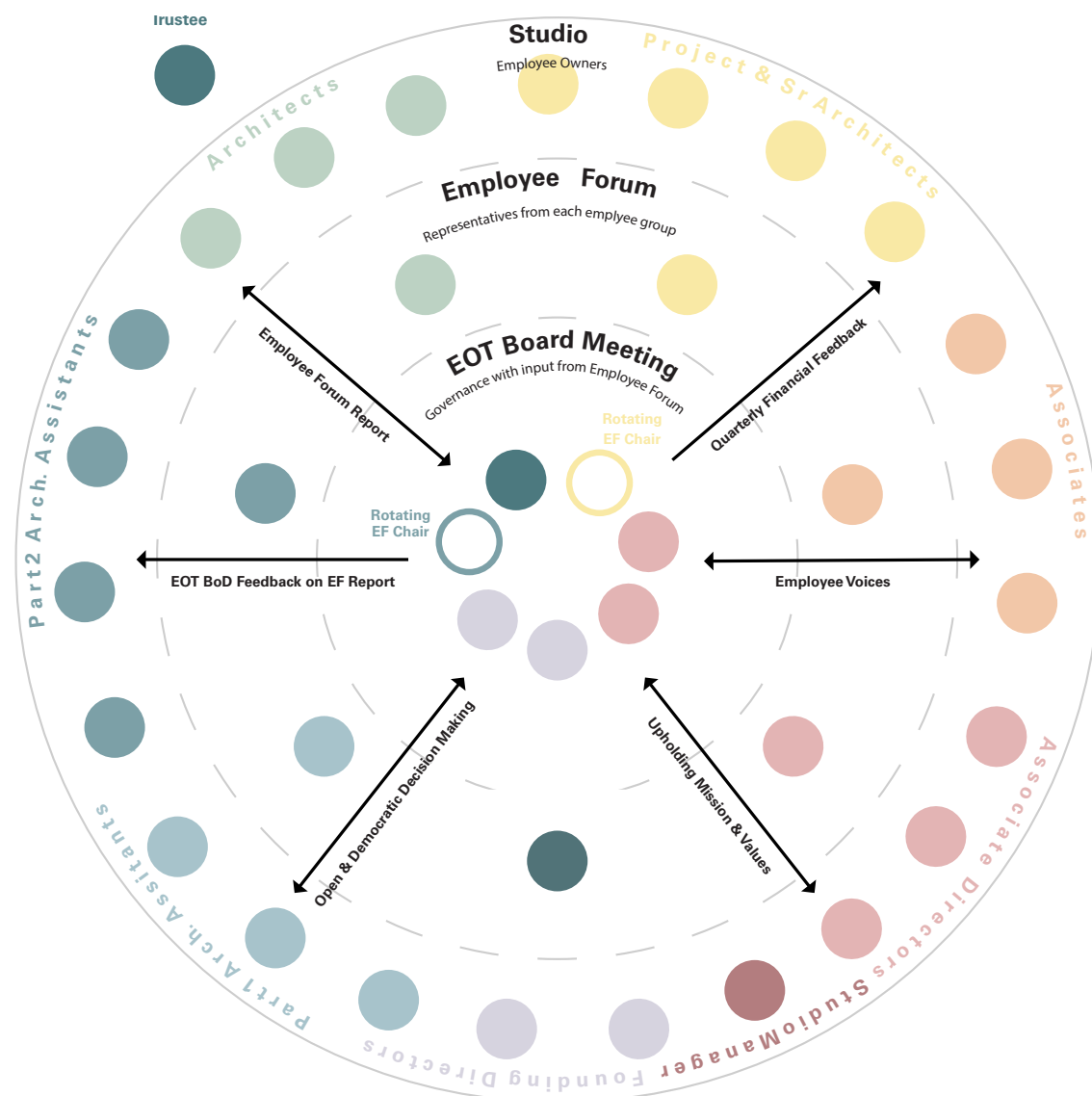
Communicate Openly: Communicate professionally, being mindful of tone, considering the impact of your message, avoiding jargon, being candid, and being factual.

Show Curiosity: Contribute to maintaining our reputation for quality design with constant commitment to learning.

Be Commercially Aware: The business works for all of us.

Work hard to make us all excel: Seek to improve what we do and how we do it.





Our Employee Owned Trust Structure

Employee Owned Trust

Everyone at Mikhail Riches has the ability to shape and understand projects. All our team are committed to developing their skills to deliver excellent sustainable design. We are aligned to a shared vision; to have a positive impact on the world and move the agenda forward through the quality of the work we deliver. Our working methodology is informed by a clear set of principals which guide the way we operate, our collaborations, and push our processes to create high quality architecture.

On June 1st 2023, Mikhail Riches became an Employee Owned Trust, aka the John Lewis model. In an EOT all employees have a significant and meaningful stake in the business, to maintain its profitability, productivity and reputation and a share in it's financial success. It started a new era for the practice, with increased opportunities for members of our team and the creation of a new trust board of directors.

The structure of the EOT is designed to ensure every team member has a voice. Employee groups meet regularly to discuss practice and project operations, ideas, opportunities or concerns. An elected team of Employee Reps bring together discussions from across the office at a quarterly Employee Forum. The Forum is represented at board meetings through an alternating rotation of Reps so everyone gains exposure to the processes. Since becoming an EOT we've made improvements to staff policies and benefits, become more transparent with finance and resourcing across the office and developed strategies to improve project running efficiency. Discussion, tracking and feedback processes have created space for open and constructive dialogue and democratic decision making.

Shared Success

The governance structure of the EOT allows all employees to be involved in how the company is run, to take responsibility in maintaining our standards and productivity and to share its success fairly. The trust works for the benefit of all staff by sharing profits transparently and equitably - meaning all employees have a significant and meaningful stake in the business.

Employee Voices

At the heart of our EOT model is a commitment to ensuring every employee feels valued, heard, and connected to the business. This structure fosters a strong sense of belonging and helps cultivate a culture where individuals feel empowered to share their ideas and concerns openly. Employee voices are essential to the success of the EOT. We have structures in place for communication channels, through working and employee groups, employee forums, and equitable representation at board meetings. These platforms ensure that both day-to-day operations and long-term strategic decisions benefit from diverse perspectives across the team. By promoting open dialogue and democratic decision-making, we aim to create an engaged, inclusive workplace where everyone plays a meaningful role in shaping the future of the practice.



Transparency

Transparency is a fundamental part of how we operate. We prioritise financial transparency as a key driver of team engagement and shared responsibility. Through quarterly financial feedback sessions, we openly share business performance data with the entire team, not just senior management. This allows everyone to understand the financial health of the practice. In addition, we share resourcing plans on a fortnightly basis. This gives everyone a clear understanding of what they'll be working on and how their efforts fit into broader project goals. We maintain transparency around

operational processes and business planning, continually reviewing and communicating ways to improve efficiency and effectiveness across the studio and ensuring that every team member understands where the practice is headed and how their role supports that journey. This clarity strengthens collective purpose and empowers everyone to contribute meaningfully to our shared goals.

Our Aims	Actions Underway
Ongoing development of EOT structures and process to better involve and empower all.	<p>We are trialling a system of rotating forum representatives at board meetings, with two employees attending each session to ensure broader exposure across the team.</p> <p>We are refining our EOT action trackers and are working to strengthen the processes of recording and tracking decisions and sharing feedback.</p>
Identify and track our impact through environmental, social metrics based on our mission.	We are developing how performance appraisals formally incorporate social and environmental issues.
Update evolving practice protocols and incorporate into our governing documents.	We will formalise our code of ethics for inclusion in the staff handbook and will add further policies in development.



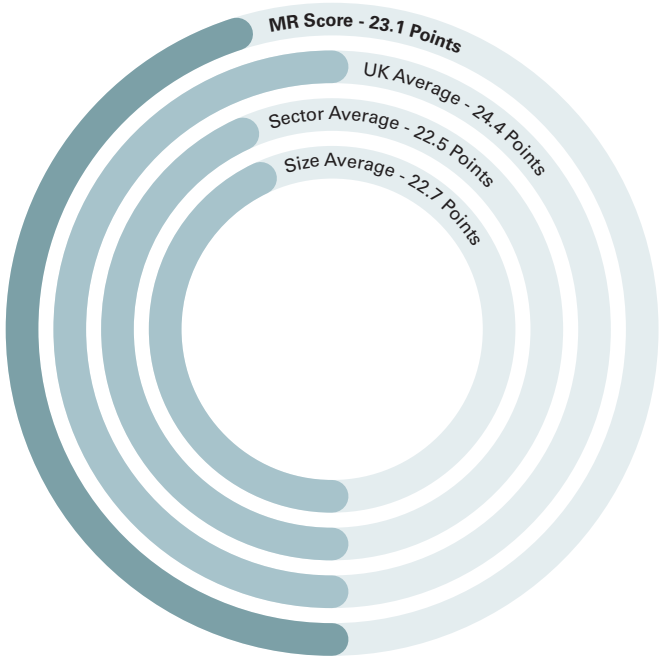
Workers

The Workers Impact Area focuses on the practices positive impact on the workforce, assessing employee financial security, flexibility, health and wellbeing, career development opportunities and overall employee satisfaction.



Staff Benefits

Our staff benefits reflect our commitment to supporting the wellbeing and work-life balance of every employee. To promote a healthy work environment, we discourage habitual long working hours and have a Time Off In Lieu (TOIL) policy that offers one-for-one compensation for any necessary overtime. Private healthcare is provided for all employees. Our enhanced parental leave policy is designed to support all parents, so everyone has fair access to paid time off during this important life stage. Additionally, as part of our Employee Ownership Trust, we have established profit-sharing bonuses, allowing every member of the team to share equally in the financial success we achieve together.





Flexible Working

We offer flexible working arrangements to staff whereby employees can choose when to start and finish their working day based around individual needs and child care. The studio also runs a flexible home working policy giving workers the freedom to choose which days they work from home or in the office.

Professional Support & Mentoring

We always aim to ensure that all staff are in possession of the knowledge, skills and experience necessary to perform to a high standard and achieve our business goals and objectives with confidence. Development of our staff and dissemination of knowledge is therefore critical to our work. Our mentoring programme provides guidance, support and knowledge to all members of staff throughout their careers, fostering career advancement and equal opportunities. Staff undertaking their Part III qualifications are also paired up with an employment mentor to provide additional support through their practical experience.

Continued professional development is supported through training courses, lunchtime talks from construction industry professionals, building visits, site and factory visits, tickets to exhibitions and events and staff trips. Other avenues staff can access support and guidance is through our employee review process and employee and working groups. Our appraisal system aims to ensure that each member of staff has a clear understanding of their progress and pathways to career progression and provides opportunity to identify areas of further development or interest.



Our Aims	Actions Underway
Review staff benefits in relation to the EOT.	Since certifying we have introduced private healthcare for all staff.
Review our staff pension service provider.	Provide lunchtime learning ethical banking and pensions sessions for staff.
Increase access to training for individual needs (eg BIM, management training, public speaking)	We are developing our employee review process to help identify individual skill sets and identify skills gaps across the office in order to support individual training plans.
To supply more regular and project focused professional support as it is needed.	We are trialling monthly ‘check-in’ sessions with line managers to provide a dedicated space for team members to discuss the work they are currently undertaking and to identify any additional support or resources that may be needed.
To promote work / life balance and employee wellbeing.	We are implementing a worker satisfaction survey to review any areas for improvement or additional support required.

Community

The Community Impact Area explores our impact on, and engagement with, the communities in which we operate, hire and source. This includes diversity, equality and inclusion, civic engagement, social value and supply chain management.



Practice EDI

We are proud to be a balanced and diverse group of people at all levels of employment. 61% of our current staff identify as female. This is consistent across senior leadership with 60% female representation at Director and Associate Director level.

Inclusive workplaces strengthen the profession’s effectiveness and performance. We are committed to a comprehensive policy of equal opportunities in employment, in which individuals are selected and treated on the basis of their relevant merits and abilities. Whilst we know that diversity brings competitive advantages, to us, it goes beyond this. The aim of our Equality & Diversity Policy is to recognise and harness our differences, to respect and value each other, and to create a workplace that is welcoming, engaging and addresses any barriers faced by certain groups.

We undertake an annual Staff Diversity Survey to build an accurate picture of the make-up of our workforce. This helps us be as inclusive as possible in our approach to recruitment, staff retention and promotion. Our recruitment process follows the principals of ‘blind hiring’ to remove unconscious bias in order to fairly judge the suitability of candidates for employment, regardless of their background or protected characteristics. We seek to ensure that all candidates for employment are treated fairly, and that selection is based solely on the individual’s aptitude for the role. We also understand that junior candidates may have had different opportunities and exposure to professional practice and therefore take into account a range of aspects in order to assess the aptitude of the candidate for employment.




60/40
Of our team identify as female/male. This is consistant through to director level.



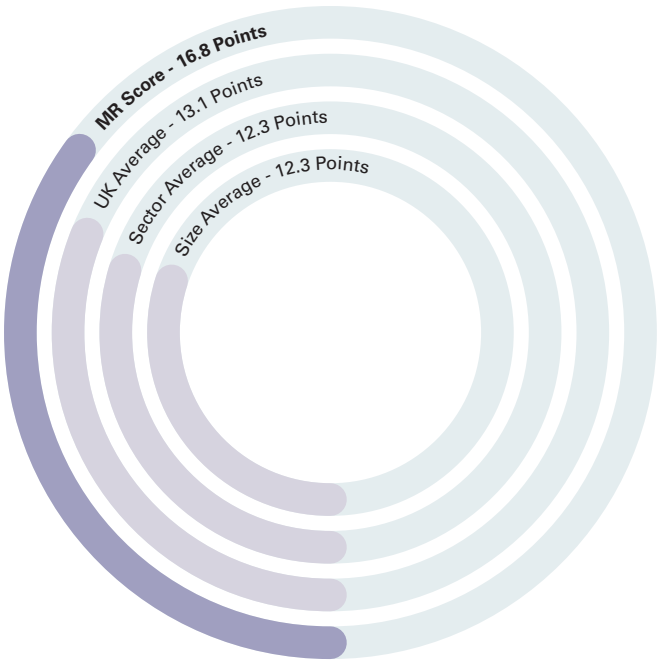
60/40
Of our team were educated at a state vs private school.



25%
Of our team are first generation to attend university



40%
Are primary carers of children



Social Value

The delivery of meaningful social value is a core value to our work across our projects and wider practice. Rather than attempting to quantify the financial value of time we spend on non design related work we instead advocate for approaches that have the greatest impact. In this way we can concentrate our efforts on achieving the most effective use of our time.

Mikhail Riches are one of the founding members of the London Practice Forum (LPF), an organisation that has been at the forefront of addressing issues of representation in the architectural profession. All members of the LPF have made a binding commitment to promote EDI and meaningful social value into the way we run our businesses. For example the LPF established RE-SET-GO, a pilot programme providing young Londoners from underrepresented backgrounds an opportunity for paid work placements, mentoring and workshops in architecture.

We have supported a range of social value initiatives across our projects designed to generate opportunities for local enterprise and job creation, foster local talent, promote inclusion, and inspire the next generation of built environment professionals. This has included:

- Collaborations to set up ‘local talent frameworks’ to recruit local businesses to provide elements of the work such as landscape commissions, production of graphic design material or public art
- Business mentoring / one-one mentoring
- Apprenticeship and mentoring programmes to expose young people from disadvantaged and diverse backgrounds to a potential career in the architecture and construction industry, so the places we create are better, richer and more reflective of the society we live in
- Workshops with local schools
- Project and site visits for young architects.



Goldsmith Street Apprenteship Programme



Duncomb & Burnholme School Workshops



Community & Stakeholder Engagement

Community participation and co-design is a vital part of our building projects and we work hard to ensure that existing residents feel like they have a meaningful say in the future of their neighbourhoods. We use engagement processes to gain understanding of residents’ concerns and knowledge of the area and to deliver social value outputs. Our projects are multi-year endeavours and we can use this time to make a positive contribution to people’s lives. Our approach is based on developing a robust evidence base at an early stage of a project and establish ‘social lenses’ to test project decisions in terms of social impact in order to maximise value delivered to communities and hold clients accountable. The buildings we design contribute positively to the wellbeing of individual residents and promote community cohesion. The homes we create are arranged to encourage neighbourly interaction and provide outside spaces vital for social infrastructure, integration, dialogue and nurture a sense of belonging. Our buildings are the beginning of a journey not the end of one and we undertake post-occupancy evaluation to understand how they are performing over time. It is only in this way that we can truly establish the social value that we have delivered as part of our work.

Outreach

Throughout the year, our team has dedicated their time and expertise to a variety of outreach initiatives designed to guide and support the next generation of architects. We’ve mentored 16–18-year-olds from underrepresented backgrounds via Open City’s Accelerate programme and provide an annual fully paid placement through the London School of Architecture, alongside work experience opportunities for A-Level students. In April, we hosted a CV and portfolio workshop for Part 1 students and graduates in partnership with Open Studio, offering tailored feedback and career guidance. Additionally, we delivered talks across diverse audiences from students to community and resident groups, on topics such as how to build better, heritage-led growth, and retrofit best practices.



Student Mentoring in the Studio

Research: AHRC

Mikhail Riches is a key architectural partner in the Transforming Homes for Future Generations project, part of the UK’s Green Transition Ecosystems (GTEs) under the Future Observatory programme. The project is funded by the UK Research and Innovation (UKRI) Arts and Humanities Research Council (AHRC). The Transforming Homes consortium is seeking to tackle the challenges facing large scale retrofit of the UKs energy inefficient existing housing stock. The housing sector is responsible for around 20% of the country’s total carbon emissions and retrofitting the country’s existing housing stock to improve energy efficiency and reduce carbon emissions, is critical to achieving the UK’s net-zero targets. This design research focuses on transforming interwar 1920s to 1940s low-rise council-built housing - which account for approximately 1.1 million of the homes still in use in the UK - to meet beyond net zero goals while improving the health, comfort and wellbeing of residents.



Tools for Co-Design

The practice’s involvement supports the project’s aim to develop scalable, people-centred design strategies for adapting existing homes to contemporary and future needs. This includes enhancements to building fabric, ventilation and services alongside rethinking spatial layouts to support multigenerational living, ageing in place, and improved wheelchair accessibility.

As part of a multidisciplinary consortium including the Universities of Bath, Cardiff, Bristol and Exeter, as well as community organisations, local authorities, resident groups and other construction industry professionals Mikhail Riches contributes architectural expertise to co-design and deliver design solutions with residents in two communities in Bristol and Swansea. The work integrates bio-based and non-extractive materials, low-carbon technologies and adaptable spatial arrangements to create healthier, more inclusive homes.



Co-Designing with Local Residents



ARHC Co-Creation Week: Community Models



ARHC Co-Creation Week: Transform Your Street

Advocacy & Civic Action: AA4AH

In the past year we co-founded Architects Action for Affordable Housing (AA4AH). A call that brought together architects to demand that the incoming Labour government do better to provide quality in desperately needed new affordable housing. The campaign is founded on two principles. One, everyone deserves a good home. And two, that good design should be at the heart of delivering the homes we need. A good home is the foundation everyone should enjoy, a human right that too many are living without as millions of people in the UK are struggling to find safe, decent, affordable homes.



The manifesto calls for better resources to be given to council planning departments, all new social housing to meet RIBA 2030 carbon targets, the equalisation of VAT between new-builds and retrofits, the reduction in the Right To Buy subsidy, and boosting self-build through tax breaks and the release of public land. It also calls for the introduction of a retrofit first policy and outlines 5 priorities for the government:

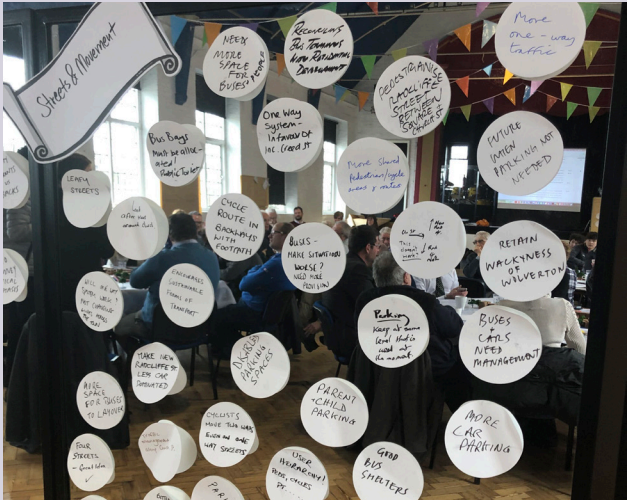
- 1. Prioritise Affordable Housing to deliver growth
- 2. Link Net Zero and Affordable Housing policies
- 3. Build a resilient, fair and sustainable industry
- 4. Create equity in housing supply
- 5. Empower diversity of housing delivery with a self build and community housing drive

More than 130 practices and organisations have pledged their support for the campaign which has continued to gather momentum pushing affordable housing into the political spotlight. We have partnered with The Architect's Journal compile a showcase of 20 of the UK's best housing schemes in the 'Good Homes for All Guide' to demonstrate practical suggestions about how to design and deliver homes in a better way, each one demonstrating how thoughtful design can bridge budgets, places and communities. The guide has since been presented to Parliament and at the UK's largest Real Estate Investment and Infrastructure Forum UKREiiF. The campaign continues to raise the importance and ambition for affordable housing, as an engine of growth, to deliver on climate targets, skills, social equity along with personal and community empowerment.



'As architects we have sat on the sidelines watching policy after policy fail to provide the numbers and quality of housing that this country needs. We want to be part of the solution, and as creative problem solvers involved in housing, from conception to delivery and beyond. We're in a great position to offer advice to an incoming government as to how to implement sorely needed change.'
— Annalie Riches

Our Aims	Actions Underway
Identify and implement strategies to better align staff demographics with the diversity of London's population.	We are reviewing our EDI survey and recruitment processes to see how we can make further improvements.
Refine the strategy for how we deliver social value through our projects.	<p>We are undertaking a process of evaluation across current and past projects in order to draw out and embed learnings into future projects.</p> <p>Regularly update and maintain our social value tracker, with annual internal reporting on progress, impact, and time investment. Monitor key metrics to support effective project oversight.</p>
Make an outreach / engagement plan for the next few years and increase breadth of staff involvement.	<p>We are currently reviewing our existing partnerships, engaging with prospective organisations for future collaboration, and defining annual targets for the number of students and events we aim to support.</p> <p>We have reviewed staff participation in civic and collective initiatives and observed that involvement is concentrated among a few individuals. We are now exploring ways to encourage broader engagement across the office.</p>



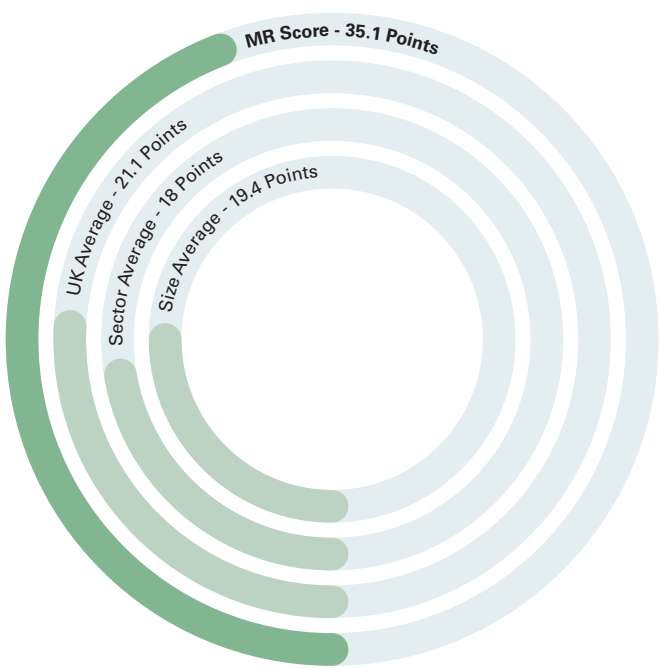
Environment



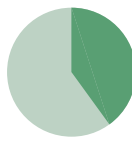





The Environment Impact Area evaluates our environmental stewardship focusing on how we work towards a more sustainable and regenerative planet by reducing our footprint and impact on climate, air, water, land and biodiversity. It covers the environmental impact of our facilities and management practices as well as the sustainability of our projects.



Projects

An embedded and integrated sustainable design approach is integral to all our projects and proven through our work. We have spent two and a half decades exploring ways to build more sustainably and affordably. As innovators we are constantly evolving and learning, testing and researching, pushing the boundaries of sustainable construction, learning from our work and carrying our successes into the next project. Our portfolio demonstrates our ability to navigate challenging sites, stringent regulations, and tight budgets without compromising on design excellence or sustainability. As industry leaders in response to the climate emergency we encourage all our clients to make their projects as sustainable as they can be. Our approach to sustainability is simple and proven however we are always learning.



-  **2220**
New homes on the drawing board
-  **1530**
Are timber frame
-  **718**
Are affordable / social tenure
-  **630**
Net Zero Carbon homes in progress
-  **328**
Passivhaus homes in progress
-  **24%**
Of current projects include retrofit of existing buildings
-  **35%**
Of current projects are mixed use
-  **59%**
Of current projects are analysing whole life carbon

Yr 24/25 Live Projects

Buckland Street
50 homes
On Site

Wimborne Street
63 homes
On Site

Owlstone Croft
167 Student Rooms/
Homes. Stage 4

Arcus Road
36 homes
Stage 4

Duncombe Barracks
34 homes
On Site

Burnholme
83 homes
On Site

Ordnance Lane
101 homes
Stage 4

Hugon Road
24 homes
Stage 3

Gurnell
295 homes & leisure
Planning

Park Hill Phase 5
125 homes
Planning

Camden Small Sites
18 homes
Stage 3

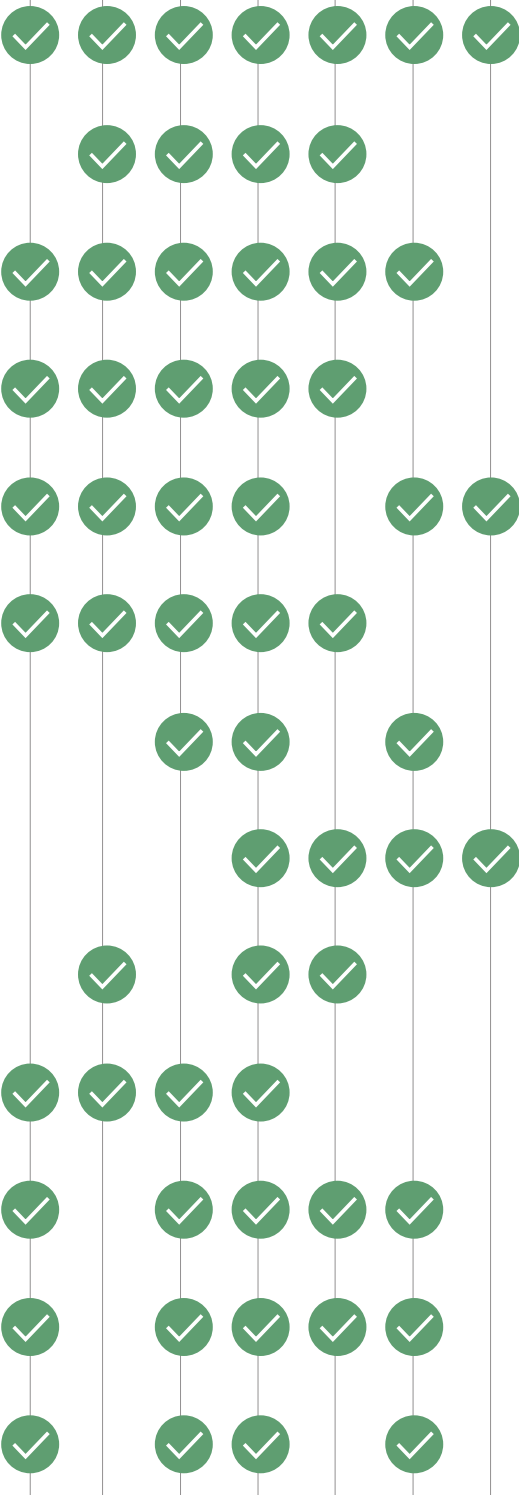
Willow House
37 homes
Stage 2

Chigwell
230 home masterplan
Stage 2

Oxhey
96 home masterplan
Planning

Manchester Sites
1030 homes
Stage 2

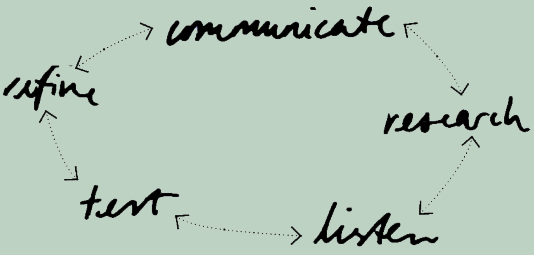
Timber Frame
Passivhaus
Zero Carbon in Operation
Embodied Carbon Targets
Whole Life Carbon Analysis
Mixed Use
Retrofit / Adaptive Reuse



Our Process

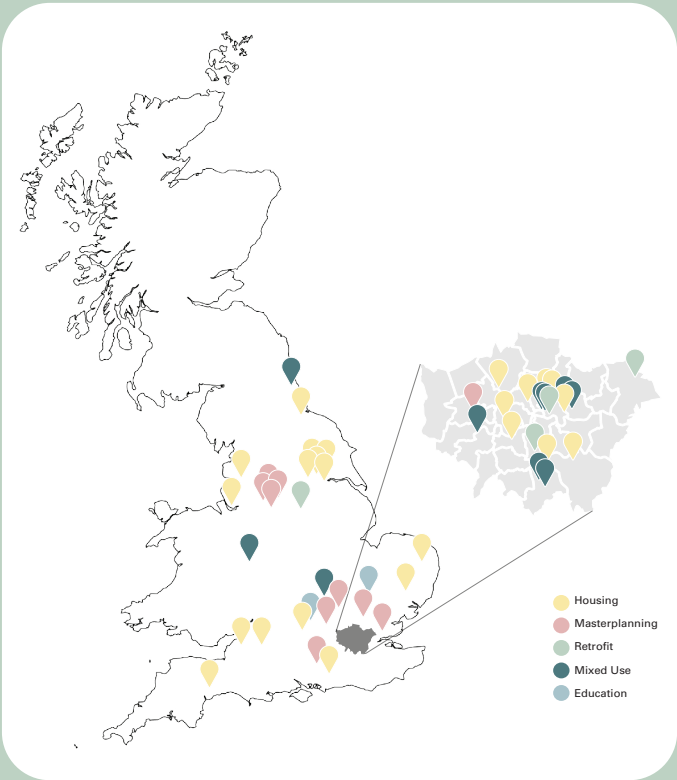
We begin with fundamental principles that ensure all our buildings—regardless of formal certification targets or sustainability assessments—are designed to be as environmentally responsible as possible. Our approach involves rigorously testing and calculating the most cost effective and carbon efficient ways to meet our clients’ briefs.

We prioritize the optimization of a site’s natural assets to enhance building performance, focusing on passive strategies, incorporating thermally efficient building envelopes. This achieves a careful balance between ventilation, daylighting and energy demand to reduce energy consumption and mitigate overheating risk. We test structural solutions to minimize upfront embodied carbon, and seek to generate on-site renewable energy. At the same time, we strive to improve operational energy efficiency, reduce water consumption and support occupant health and well-being. We have had the pleasure of working with some of the most talented design team partners and consultants in the industry. Through close collaboration and application of their specific skill sets and technical expertise throughout the design process we are able to consistently deliver high-performing, future-proof buildings.



Our Commitments

We have signed up to the RIBA 2030 Climate Challenge, working to reduce operational energy use, embodied carbon, and water consumption. Our Goldsmith Street Scheme was used as an industry benchmark for the Challenge. As members of the UK Green Building Council (UKGBC), we collaborate with industry leaders to drive a just transition to a net zero, climate-resilient built environment.



Mikhail Riches Projects

01 Passivhaus & Net Zero

As members of the Passivhaus Trust we advocate for this standard to help achieve Net Zero Operational Carbon. Integrating modern methods of construction, on site energy generation, sustainable sourcing, material reuse and embodied carbon assessments into this approach. People sometimes think Passivhaus is expensive and limiting on design. However we have proven that if you implement the basics of orientation, form factor insulation and glazing ratios you can deliver Passivhaus schemes affordably. Passivhaus homes can

improve peoples health, lower energy costs for residents helping to reduce fuel poverty, and reduce maintenance and management costs for councils and housing associations.

To date we have delivered 105 Passivhaus homes with a further 326 Certified Passivhaus homes due to be delivered by 2028 and an additional 1024 zero carbon homes in the pipeline. 41 % of our live projects in this reporting period are seeking Passivhaus Certification with a further 6% following Passivhaus Principals.



CASE STUDY: The City of York's Housing Delivery Programme

Mikhail Riches are currently working with The City of York Council and their Housing Delivery Programme (HDP) to build 600 homes across 7 sites. The HDP has set the ambitious target of not only Certified Passivhaus, but Net Zero CO2 Carbon in-use, without using offsetting. Inspired by the success of Goldsmith Street in Norwich the programme aspires to deliver high quality homes in close collaboration with local communities. We are building on our Norwich typologies, whilst reducing energy requirements further by using air source heat pumps and providing enough on site energy production with photovoltaic panels to reach Net Zero Carbon in Operation. The first homes at the Duncombe Barracks site are due to be handed over at the end of June 2025.

02 Retrofit & Adaptive Re-Use

Our approach to retrofit and adaptive re-use is grounded in the belief that the most sustainable building is one that already exists. We look carefully at what is already there in order to inspire our approach to refurbishment often with the aim to keep as much existing building fabric as possible.

Responding to and repurposing what we already have significantly reduces embodied carbon and minimises the need for new

materials. Using the constraints of an original building or structure can result in unique and characterful dwellings, which all contributes to a lower carbon approach to regeneration.

This year we are developing 3 schemes that will provide 260 homes in existing buildings.



CASE STUDY: Park Hill Phase II

Park Hill is a grade II* listed brutalist housing scheme in Sheffield, containing 1000 homes, it is Europe's largest listed building. It's exposed concrete frame is a significant aspect of its listing but also acts as a cold bridge. Another challenge to its retrofit are low floor-to-ceiling heights; with 2515mm floor-floor, 500mm less than modern construction. We began work on Phase 2 in 2017. We were able to use thermal images of the façade and a thermal model created by our consultant Greengauge to work out where to add insulation where it proved most effective. Every room has an insulated floor and ceiling and we have had to accept a ceiling height of 2250mm to achieve the best thermal performance. Externally we have introduced insulated render panels to cover the concrete elements. Our approach to phase 2 was to try and keep as much of the existing fabric as possible and upgrade it to the highest achievable standards. Bricks have been cleaned, mortar retained and party walls upgraded acoustically.

03 Timber, MMC & Biobased Materials

We are committed to the use of timber construction as a key part of our sustainable design strategy. Timber offers a renewable, low-carbon alternative to traditional building materials such as steel and concrete, which are heavily reliant on the extraction of finite natural resources from the ground. By building in timber we can significantly reduce embodied carbon in our projects and support the delivery of Net Zero Whole Life Carbon as it is well-suited to reducing operational carbon. Frame depth provides space to highly insulate building envelopes while also sequestering carbon within

the structure itself. Timber is the right choice from a sustainability perspective but also in terms of cost-effectiveness and deliverability. We employ Modern Methods of Construction (MMC) across a number of our projects, including Larsen Truss timber frame systems and CLT panelised systems constructed off-site, where the timber is carefully optimised to reduced material volume. Where we can, we use bio-based materials including woodfibre & blown recycled newspaper insulation.

An Associate Director sits on the Technical Advisory Committee for Timber Development UK (TDUK). This role places us at the forefront of discussions around the use of timber in construction, including; sustainability, specification, moisture management, durability, fire safety and insurance challenges. This involvement provides a platform to highlight the practical issues and barriers architects face using timber and contribute to shaping standards.

CASE STUDY: Owlstone Graduate Homes

At Queens' College Cambridge, we are delivering an ambitious Net Zero Carbon masterplan at their Owlstone Croft site. The scheme creates 60 generous study bedrooms clustered in terraces that extend across the site. Building in CLT the project delivers a low carbon, exemplar scheme for the college's de-carbonisation strategy, which aims to achieve net zero carbon by 2045. The scheme focuses on the importance of community and social interaction as a support network for students with the creation of 'homes' not just rooms. Generous communal space aims to encourage interaction between students, their neighbours and the wider college. A landscape and water-led approach permeates the scheme.



04 Ecology & Biodiversity Net Gain

Our proposals are always driven by a sensitive response to the landscape, drawing on a site's qualities. We adopt a landscape-led design process across our masterplans that seek to improve existing habitats and forge ecological connections beyond the site boundaries. We integrate sustainable drainage systems (SuDS) and natural water management strategies, using them as catalysts for habitat creation and ecological

enhancement. This holistic approach ensures that our developments contribute positively to local ecosystems and support resilient, connected biodiversity networks.



CASE STUDY: The Uplands, Nailsea

We always target a biodiversity net gain for projects, which can be challenging on greenfield sites such as The Uplands in Nailsea. Here we are delivering 54 new mixed-tenure Passivhaus homes on a former playing field as an extension to a suburban neighbourhood for North Somerset Council. A greater challenge was a bat corridor that followed an ancient Holloway to the south and which required great care to avoid light pollution spill. We have introduced a swathe of unmanaged inaccessible land along the Holloway to create a re-wilding strip, initially planted with native species. This landscape led approach permeates the whole site with a network of habitats that link into the surrounding woods and hedgerows. In place of garden fences we are planting native hedges. With careful design of the streets and parking 56% of the site given to landscape and biodiversity this is our lowest density scheme to date at 25dw/ha but delivers biodiversity net gain and habitat improvement for target species.

05 Community, Health & Wellbeing

We design safe, inclusive neighbourhoods that encourage social interaction between residents and neighbours, foster a strong sense of belonging and embed safe children's play. Through careful site organisation and the integration of private, semi-private, and communal outdoor spaces, we create environments where residents can connect through informal encounters or shared activities. With generous communal spaces and pedestrian-friendly public landscapes, we can build community cohesion and promote active,

healthy lifestyles. Our work with local authorities and social housing providers reflects our commitment to delivering homes that are responsive to the real needs of residents. We have developed innovative typologies, such as intergenerational homes that aim to combat loneliness and isolation and housing that caters for various levels of physical and mental disability. Our projects bring people together, support wellbeing, and reduce living costs.



CASE STUDY: Goldsmith Street

Developed with Norwich City Council, these 93 socially rented & certified Passivhaus homes demonstrate how to enhance the wider area, using terraces and streets, with a focus on pedestrian connections, and integrated children's play. The social sustainability embedded in our approach helps make this a lovely place to live, and an organic continuation of the existing City. A contaminated brownfield site, within a complex existing urban context, our challenge was to deliver Certified Passivhaus homes affordably whilst responding to the site constraints positively. Drawing on the local Conservation Area known as the Golden Triangle we innovatively re-imagined the 14m street pattern and orientated it to maximise solar aspect, immediately embedding the scheme in its context. At the time this was the most innovative and largest 100% Social Rent Certified Passivhaus scheme in the country. The scheme achieved a mix of houses and flats, with every home having its own front door at street level with no common parts.

06 Prioritising Pedestrians, Active Travel & Play

Our housing schemes seek to promote sustainable forms of transport making walking and cycling feel safe and easy. Prioritising pedestrian movements and making safe low traffic streets is fundamental to creating communities and improving social connectiveness. Streets become a living social place, providing space for informal play and social connection. This in turn has an impact on children's safety and their ability to play

freely in their neighbourhood. The larger sense of the community the greater freedom to roam. We try to slow and reduce traffic and explore different ways of designing roads and transport infrastructure in all our residential projects.



CASE STUDY: Arcus Road

Arcus Road is a project for 36 homes for Phoenix Community Housing in Lewisham, London. Our clients brief called for Certified Passivhaus and to target Net Zero Carbon, making it a benchmark project in Lewisham and funded by the GLA. Our design for 3 terraces, 2 which gently step down the slope managing the level change has integrated sustainability with placemaking. The street section has been developed to integrate SUDS, incorporate parking whilst maximising usable landscape for residents promoting small children's play and social connectivity.

Our Facilities

Operations

As a practice, we are committed to integrating a sustainable approach into our daily office operations. We are currently working towards achieving ISO 14001 accreditation, the international standard for Environmental Management Systems. In response to the COVID-19 pandemic, we adopted a flexible working model that has enabled us to downsize our premises, relocate to a more accessible city centre location, reassess our office service contracts, and significantly reduce our energy consumption. Our remote working policy sets out clear guidelines for managing virtual workspaces and promoting best practices aimed at minimizing energy usage and waste generation. We are working with our landlord to explore more sustainable options for energy supply.

Waste & Recycling Programmes

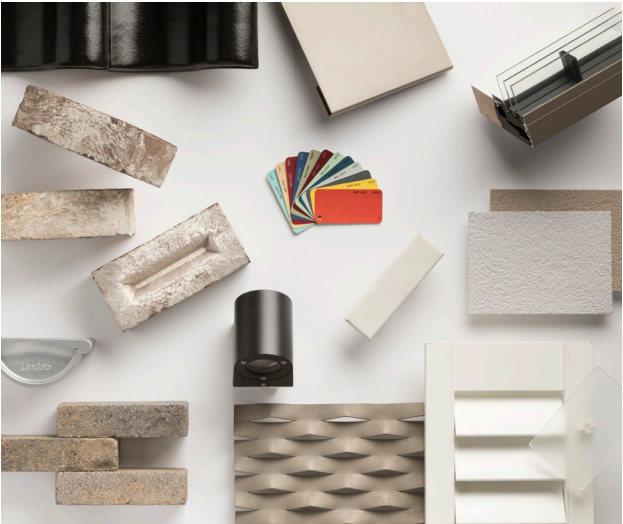
We monitor our waste production and recycling and composting rates with BCorp Certified collection company First Mile. Our recycling rate for this reporting period is at 63% which we hope to improve on annually. Any E-waste is either refurbished or upgraded to be repurposed or donated to a computer recycling charity.

Transport

We promote responsible and sustainable business travel both to and from our office and in the course of our work. 100% of our workforce use public or active transport to commute to work. We restrict air travel and plan trips in a way to make use of public transport. Last year we began to measure our GHG emissions from corporate travel. For the financial year 23/24 this equated to 10.74tCO2e across air, train and car. We are currently investigating ways to offset our emissions related to business travel with UK based offsets accredited by the UK Woodland Carbon Code.

Suppliers

We have a system in place to evaluate our office suppliers in terms of their sustainability credentials and locality and seek to give preference to environmentally superior products.



Our Aims	Actions Underway
Increase the adoption of Zero Carbon across projects .	Actions to achieve this aim include: Advocate for zero-carbon design through industry talks and knowledge-sharing initiatives. Showcase our projects as affordable, practical examples of zero-carbon delivery. Feed insights from completed projects into external working groups to inform best practices and contribute to the development of industry standards. Engage with the press to amplify impact and raise awareness within the construction community.
Standardise our methodology for tracking sustainability goals across projects.	We aim to develop a standard project aspiration checklist for teams to use within internal design and sustainability reviews and implement sustainability performance checks at each Workstage.
Empower employees to advocate for sustainable choices at all stages of project development in order to reduce the performance gap between design and construction.	We have implemented practice-wide training and refresher courses to enhance staff knowledge of passivhaus and carbon literacy, equipping all team members to evidence and advocate for low-carbon design.
Offset our GHG Emissions from corporate travel.	We have measured our Scope 3 emissions from corporate travel for the financial year 24/25 and are in the process of reviewing offset schemes.
Set targets to reduce company waste production and increase recycling levels.	We are evaluating patterns office waste production and recycling rates in order to develop initiatives to reduce waste and increase recycling rates.
Expand on our remote working policy to include recommendations for environmentally preferred products.	

Customers

The Customers Impact Area assesses how we serve our clients and the direct consumers or users of our services and buildings through product and service quality, delivery, ethical marketing, data privacy and security and feedback channels.



Our Clients

We work with a diverse range of clients across multiple sectors who are united in their aspirations to provide high quality, affordable, sustainable and socially inclusive designs. We have worked for local authorities, private developers, housing associations, universities and public institutions, policy makers and communities. Our approach to working with clients and stakeholders is at the forefront of what we do. We believe that successful, sustainable projects arise from a collaborative design approach. We try to ensure a meaningful two-way process with everyone we work with, often being praised by clients for bring them along every step with us. Our working methodology is informed by a clear set of principals which guide our collaborations and push our processes to create high quality designs. This cyclical design process of listening, researching, testing, refining and communicating ensures our designs are based on sound principals, specific to site, are well communicated to clients and stakeholders, inclusive, robust and practical. We lay out our thinking in a comprehensible, accessible, enjoyable process so clients understand the reasoning behind every choice. Working with us is a cost-effective decision as our rigour and market awareness drives our process. We draw on extensive professional relationships to offer the optimum outcome for clients.

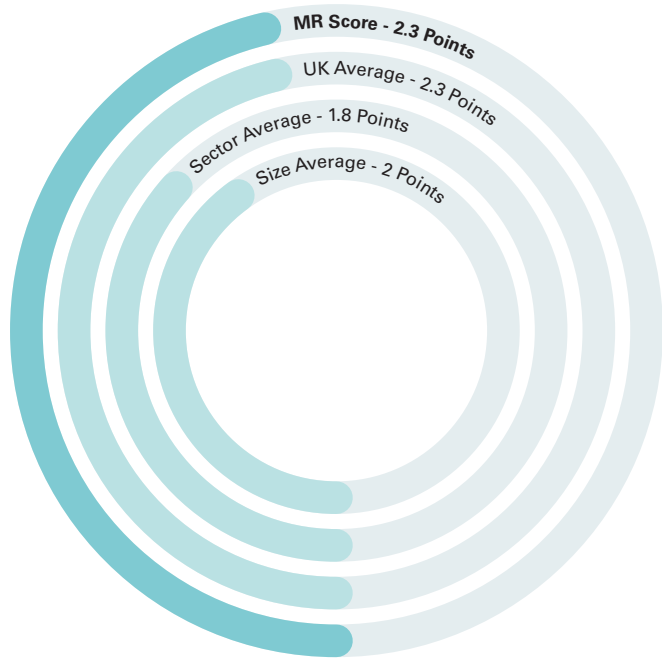
Residents & Stakeholders

It is critical to engage with key stakeholder groups and the wider community on any project at the early stages of design to ensure their invaluable knowledge and feedback are in-put into the design process. Our approach is to listen and learn, to speak to residents and the local community and

learn from them. After all, local people know a site better than anyone. We often learn unexpected things that help us do better. Plus bringing the community along with us is essential if we are to make successful communities. We are honest, transparent and responsive. The design process is based on mutual trust and respect between all participants.

Post Occupancy Evaluation

Our analytical process continues beyond the completion of a project. We use Post Occupation Evaluation (POE) surveys and questionnaires to collect feedback from residents - who are the ultimate end users of our projects. We use the responses to gain insight into user priorities, particularly in the way people use their homes, and to identify trends in building use and performance. This information helps us appraise the way we design and informs future briefs, ensuring communities and building users are at the heart of our services.





SOMEONE DID CARE THAT I LIKED MY HOME.

THAT MEANS A LOT TO ME

Goldsmith Street resident

“

WE SELECTED MIKHAIL RICHES BECAUSE OF THEIR SHARED PASSION FOR MAKING HIGHLY SUSTAINABLE PLACES WHICH ARE WELL CONNECTED AND INTEGRATED WITH EXISTING COMMUNITIES.

Michael Jones,
Head of Housing Delivery and Housing Management at the City of York Council

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“

IT'S VERY CHILD FRIENDLY ON THIS STREET AND VERY QUIET AND I LIKE THE FACT THERE ARE THINGS FOR THE CHILDREN - A LITTLE SLIDE AND WOODEN PLAY THINGS

Goldsmith Street resident

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MIKHAIL RICHES WAS VERY STRONG AT INTERVIEW, AND IT BECAME CLEAR THAT PRACTICE ETHOS WAS A PERFECT FIT FOR US. WE WERE OFFERED A VERY WELL RESOURCED TEAM AND ALL MEMBERS OF THAT TEAM HAD A CLEAR, PROFESSIONAL AND ENTHUSIASTIC VOICE. WE WERE PARTICULARLY IMPRESSED WITH THE YOUNGER MEMBERS OF THE TEAM WHO WERE ALL GIVEN EQUAL OPPORTUNITY TO PROVIDE MEANINGFUL INPUT.

Ali Denton,
Project Coordinator For Queens' College

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“

WE ALL GO OUT, WE HAVE BBQ'S IN THE SUMMER AROUND AT OTHER PEOPLE'S HOUSES. WE DO AN EASTER EGG HUNT FOR THE KIDS. I'VE BEEN LOCKED OUT TWICE AND MY NEIGHBOURS HAVE COME TO MY RESCUE.

Lucy Hoarse - resident at Clay Field

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Our Aims	Actions Underway
Increase the breadth of learning from completed projects.	Explore strategies to increase the adoption of Post Occupancy Evaluations across a broader range of projects to enhance data collection and feedback.
Evaluate our new business decision-making process in line with client social & environmental values and define our position.	We have developed our decision making framework and new business checklist for engaging with projects / bids based on client values and project sustainability opportunities / aspirations.
Undertake Client Satisfaction Surveys.	

Summary of Goals

Governance
01. Develop EOT structures and process to better involve and empower all. 02. Identify and track our impact through environmental, social metrics based on our mission. 03. Update evolving practice protocols and incorporate into our governing documents.
Workers
04. Review staff benefits in relation to the EOT. 05. Review our staff pension service provider. 06. Increase access to training for individual needs. 07. Supply more regular and project focused professional support as it is needed. 08. Promote work / life balance and employee wellbeing.
Community
09. Identify and implement strategies to better align staff demographics with the diversity of London’s population. 10. Refine the strategy for how we deliver social value through our projects. 11. Make an outreach / engagement plan for the next few years and increase breadth of staff involvement.
Environment
12. Increase the adoption of Zero Carbon across projects. 13. Standardise our methodology for tracking sustainability goals across projects. 14. Empower employees to advocate for sustainable choices at all stages of project development in order to reduce the performance gap between design and construction. 15. Offset GHG Emissions from corporate travel. 16. Set targets to reduce company waste production and increase recycling levels. 17. Expand on our remote working policy to include recommendations for environmentally preferred products.
Customers
18. Increase the breadth of learning from completed projects. 19. Undertake Client Satisfaction Surveys. 20. Evaluate our new business decision-making process to review client social & environmental values and define our position.