

2025

Impact Report 2025



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Foreword



Jamie Firman

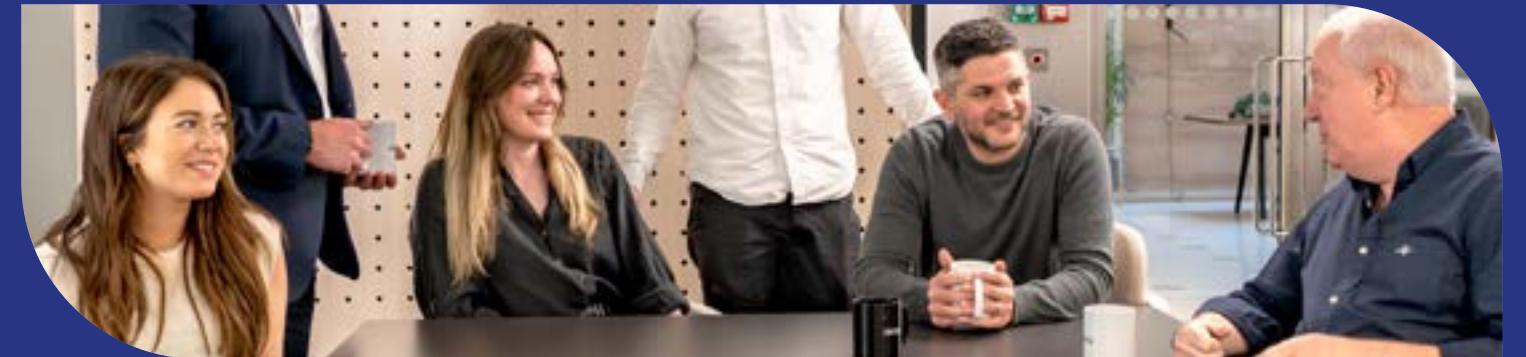
Head of Sustainability
& Environmental

Building beyond the brief

Not long ago, success in workplace projects was measured by quality, time and cost. Today, expectations are broader. Clients place increasing value on sustainability, wellbeing, social impact and long term adaptability. They want partners who can deliver these outcomes in credible, tangible ways. This is not a passing trend. It reflects growing pressure from markets, investors and employees. Organisations are being asked to show how their spaces support ESG goals, contribute to Net Zero targets and express their brand values.

The workplace has become a physical expression of business purpose. Our role is to translate these ambitions into practical design and delivery decisions. That begins with early alignment. By understanding client priorities from the outset, we can shape tailored strategies, whether through material choices, waste reduction or sustainability certifications. Design and build enables continuity, collaboration and accountability throughout the project.

B Corp has added further rigour, helping us measure success beyond profit and strengthen how we engage our supply chain and report progress. Looking ahead, we are focused on continuous improvement, from supplier education and circular design to a more robust carbon reduction strategy. Above all, we are listening to our clients and our people. This report reflects what we are working towards together and how we are striving to exceed expectations.



We



Are



Oktra



Creating this Impact Report has allowed us to reflect on the work we've already done, but also on the direction we're heading. More importantly, it's an invitation to our clients, our partners, and our peers to build something better, together.



Craig Smith
Chief Development Officer

Designing for **people**, **planet** & **performance**

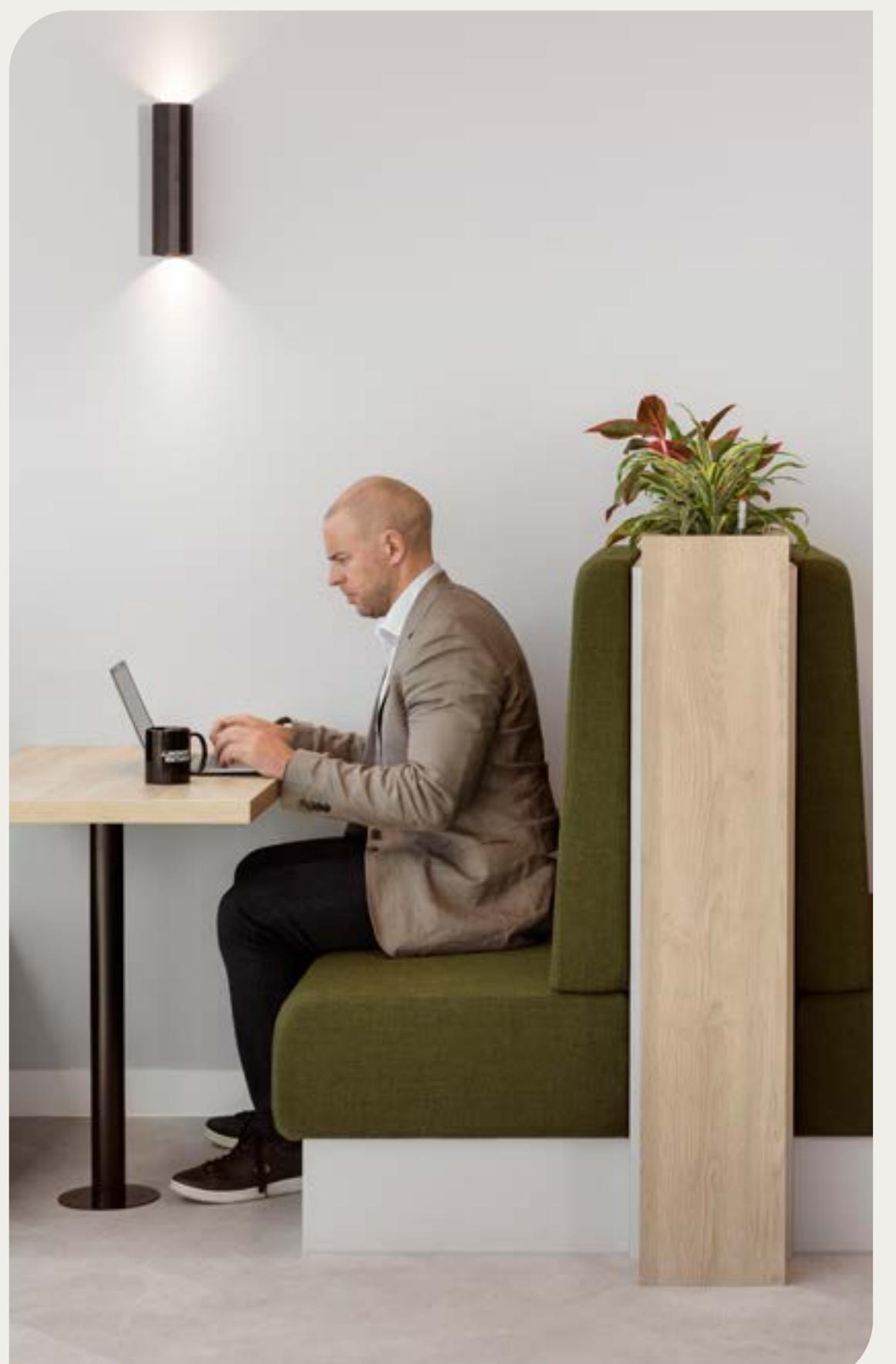
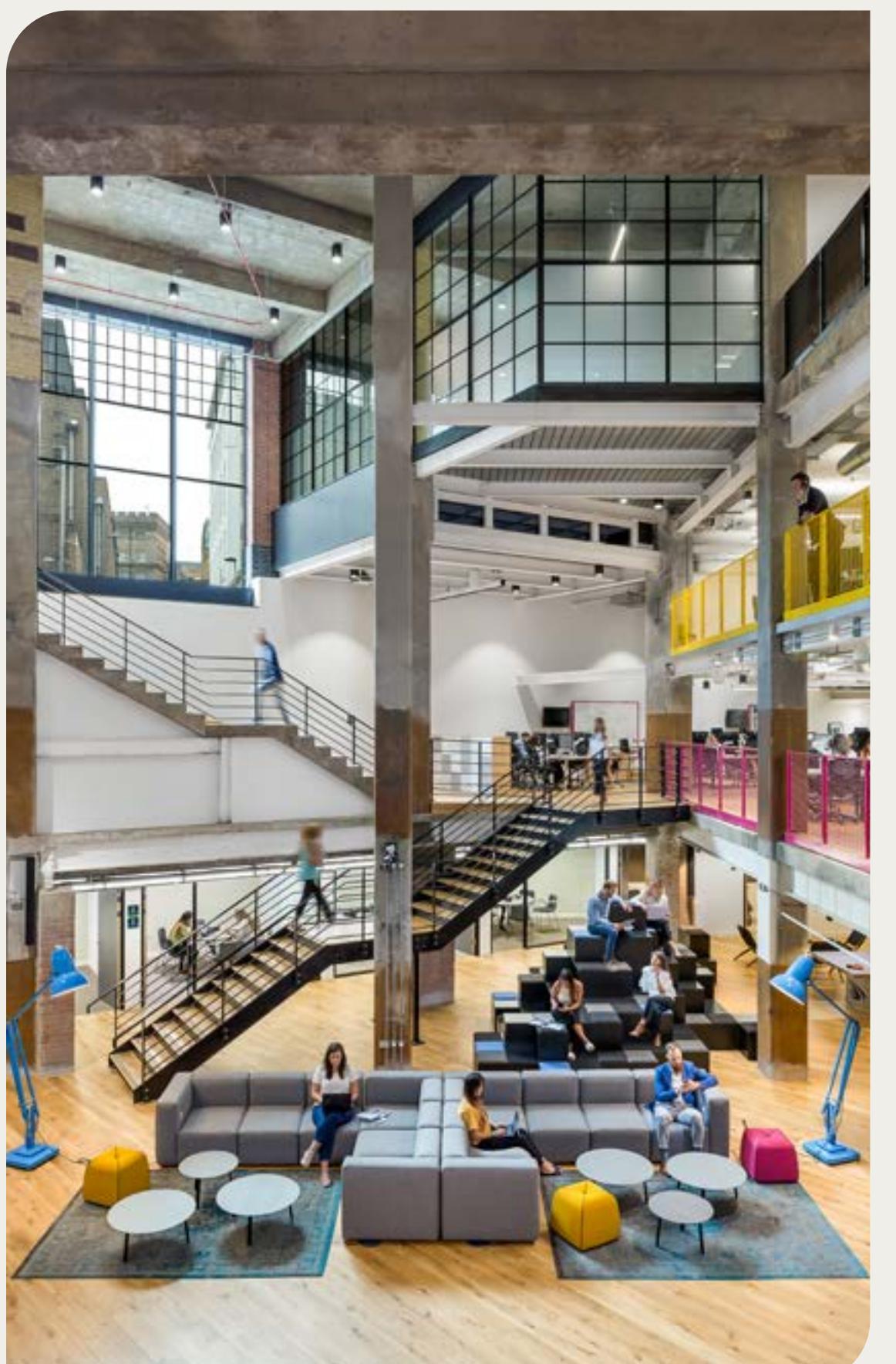
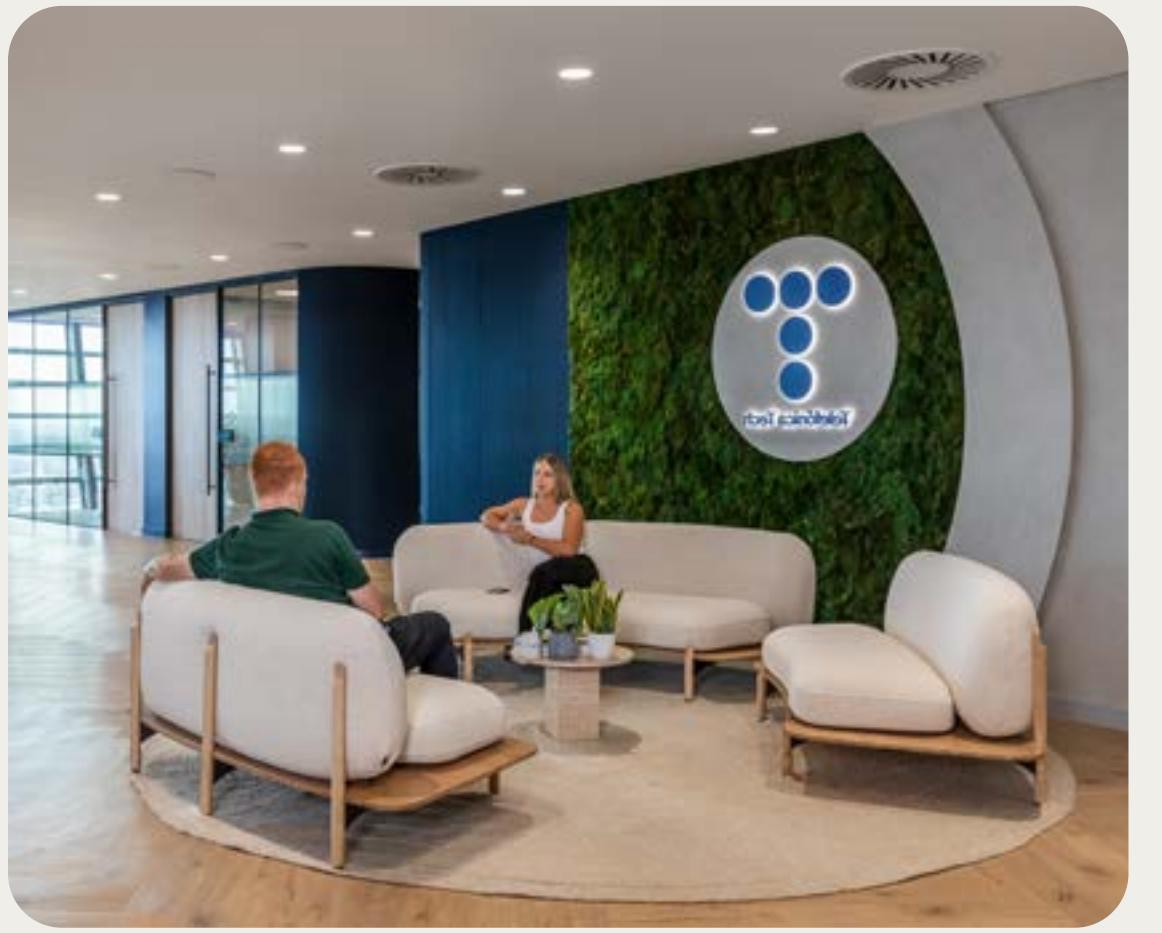
We are Oktra

At Oktra, we're shaping the future of work by creating human-centric, innovative, and sustainable environments that meet the evolving needs of our clients and the world around them.

As a certified B Corporation, we're committed to using our business as a force for good. That commitment informs every decision we make, from the materials we specify to the way we work with clients and partners.

Our mission is to connect people to place, sustain wellbeing and the environment, innovate with purpose, and empower teams to do their best work. It's this mission that guides every project we deliver, whether we're shaping strategy, reimagining existing space, or building something entirely new.

We believe in design that drives performance, and spaces that create lasting impact.



Occupier Focused

Complex Commercial Refurbishments

Landlord

Higher Education

High-Performance Flexible Workspaces



A Shared Purpose

Shaping places that connect people and inspire our every day

Work shapes our lives. It influences how we feel, who we connect with, and how we grow, both individually and collectively.

At Oktra, we understand that the workplace is no longer just where people go to get things done. It's where people find purpose. A place where they connect with others, feel part of a community, and engage in something bigger than themselves. When designed well, the workplace fosters a sense of belonging, drives collaboration, and enables people to do their best work.

Our purpose is to shape the places that connect people and inspire our every day. It's what unites everything we do across our integrated teams. We shape briefs that ask

better questions. We shape programmes that bring clarity to complexity. We shape environments that reflect who our clients are and where they're going. We shape places, not just physically, but emotionally, for people to grow, connect and thrive.

That belief sits at the heart of our business. We create with care, with intent, and with a long-term view. Because we know that a well-designed workplace can transform a business, and a poorly designed one can quietly hold it back.

Our mission reflects this wider ambition. We aim to connect people to place, sustain wellbeing and the environment, innovate with purpose, and empower people to do

their best work. But this mission only matters because of the purpose behind it, to create spaces where people feel something. Spaces that feel considered, human, and full of possibility.

We are proud to be a certified B Corporation, and that accountability matters. But it's our everyday decisions that define us, the materials we choose, the suppliers we support, the way we brief our teams and measure success. Our purpose is present in every part of the process.

Ultimately, we believe in workplaces that feel alive with energy, ambition and care. That's the kind of work we want to do. That's the kind of business we want to be.

Impact Highlights

£17,000

Overall money raised for charity



66

Happy clients

118tCO2e

Carbon avoided or removed



Governance

Section 1

Board Management

Our board of directors sets the direction for Oktra's growth, ensuring we operate with integrity and accountability. Each member brings a unique perspective and expertise which guides our approach.

**Adrian Groom****Mark Warren****Aleksandra Moskowa-Stachowicz****Craig Smith****Martin Leeper****Brian Nolan****Mike Murray****Wayne Judge****Rob Gregory**

Chief People Officer

Chief Executive Officer

Group Finance Director

Group Chief Development Officer

Group Chief Operations Director

Director of Operations of Oktra South

Managing Director of Oktra South

Managing Director

Managing Director

Governance Framework

Our governance framework goes beyond compliance. It embeds accountability, transparency, and a culture of continuous improvement across all areas of our business, supported by internationally recognised best practice standards.



Health and Safety

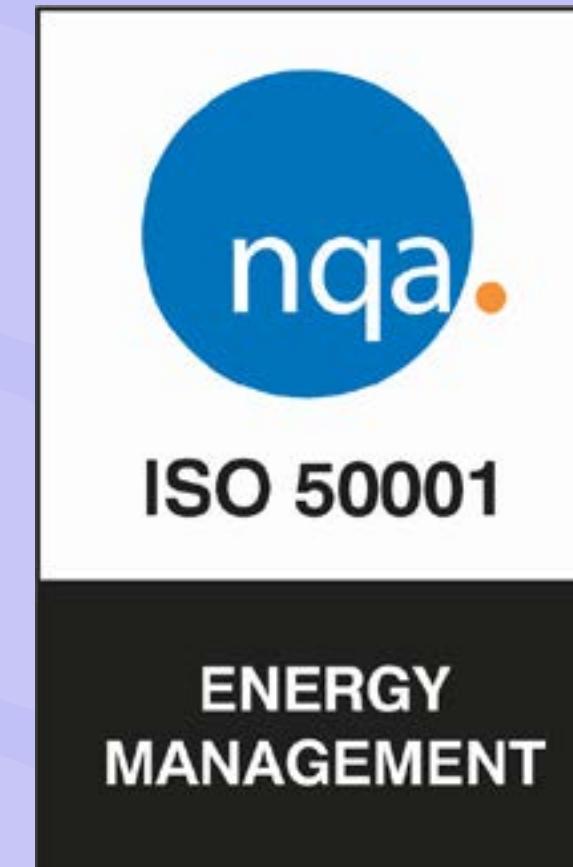
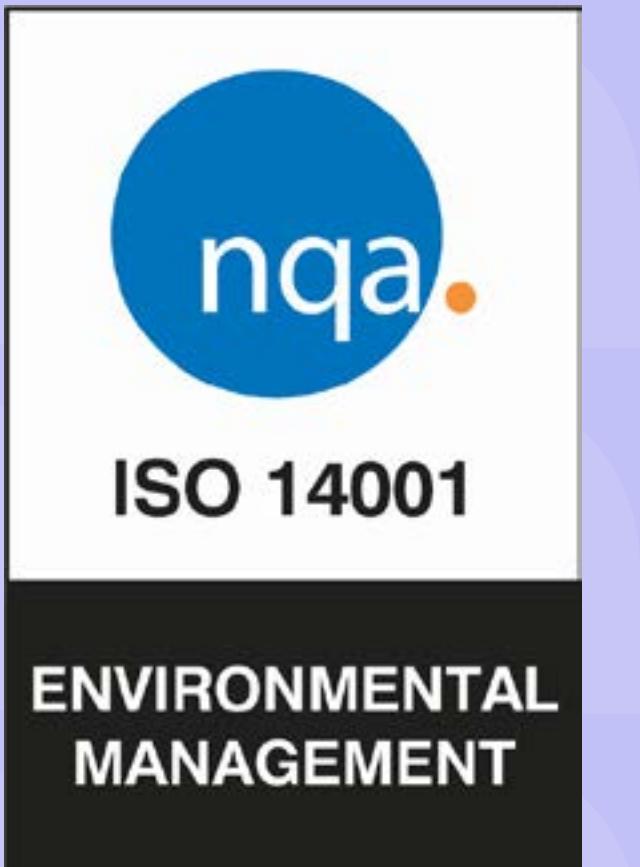
- Our ISO 45001 and SSIP certifications underpin our health and safety management, providing the framework to identify risks early, maintain safe working environments, and uphold best practice across every site and office location.
- We have a robust incident reporting system that encourages employees and contractors to report any health and safety accidents, incidents and near misses promptly. All incidents are thoroughly investigated to identify root causes and implement corrective actions to prevent recurrence.
- We recognise that wellbeing extends beyond physical safety. Our trained Mental Health First Aiders and wellbeing initiatives ensure every person involved in delivering our work has access to support and resources when needed. Together, these measures create a workplace that is safe, supportive, and people-focused.



Governance Framework



PlanetMark
Certified Business



Environmental Governance

- Our ISO 14001 and ISO 50001 certifications ensure our environmental and energy management systems are structured, data-led, and independently verified. These frameworks help us manage resources efficiently, reduce waste, and measure progress toward our environmental objectives.
- Through our carbon management platform, we track Scope 1, 2, and 3 emissions across our operations and supply chain. Independent verification from Planet Mark assures data accuracy and transparency, enabling us to measure progress towards our net-zero ambitions and maintain accountability to our stakeholders.

Governance Framework



Quality Assurance

- Our ISO 9001 certification provides a clear framework for quality management throughout the design and construction process. This management system incorporates rigorous quality checks, design reviews, and a transparent flow of information.
- Our teams remain current with the latest regulations, sustainability guidance, and design innovation through continued professional development. This focus on continual learning strengthens our capability and ensures our projects meet the highest standards of performance and design integrity.

Supply Chain Management

- Our supply chain partners are essential to the success of our business, and we hold them to the same high standards we set for ourselves. Each partner undergoes a detailed pre-qualification process that assesses compliance across key areas, including environmental management, modern slavery prevention, human rights, data protection, commercial integrity, and health and safety.
- Engagement doesn't stop at onboarding; we provide regular training, carry out performance reviews, and two-way feedback through 360° evaluations. Encouraging open dialogue, shared learning, and long-term partnerships built on trust and shared values.

Governance Framework

IT and Data Protection

- Our achievement of the Cyber Essentials certification underscores our unwavering commitment to robust cyber security practices. This government-backed accreditation affirms that we have implemented essential safeguards to protect our systems, data, and users against a wide range of common cyber threats. By aligning with nationally recognised standards, we not only enhance our operational resilience but also reinforce trust with our clients, partners, and stakeholders. This certification is a key milestone in our ongoing mission to uphold the highest standards of data protection, digital integrity and operational security.
- All employees complete annual data protection training through DataGuard to strengthen awareness of information governance and responsible data handling. These measures underpin our culture of integrity and trust in every digital interaction.



Together, these measures create a governance framework that safeguards our people, clients, and partners while driving progress across every aspect of our business. They ensure we deliver with integrity, manage risk effectively, and continue to shape a more sustainable and equitable built environment.

One of the big achievements
this year was achieving our



B Corp Certification

B Corp Certification

One of the big milestones this year was achieving our B Corp certification. As a process, this gave us the opportunity to evaluate every part of our business from how we govern, to how we engage with suppliers, support employees, and deliver projects. It helped us formalise our belief that commercial success and positive impact are not mutually exclusive. In fact, they should reinforce one another.

For us, B Corp is not a badge or a marketing tool. It's a structure that aligns intention with action. It ensures our sustainability goals are embedded across the business and connect boardroom decisions to site-level delivery, bringing consistency to how we work.

The certification has helped clarify what we stand for. It's guided us in asking better questions, measuring the things that matter, and thinking more critically about the long-term consequences

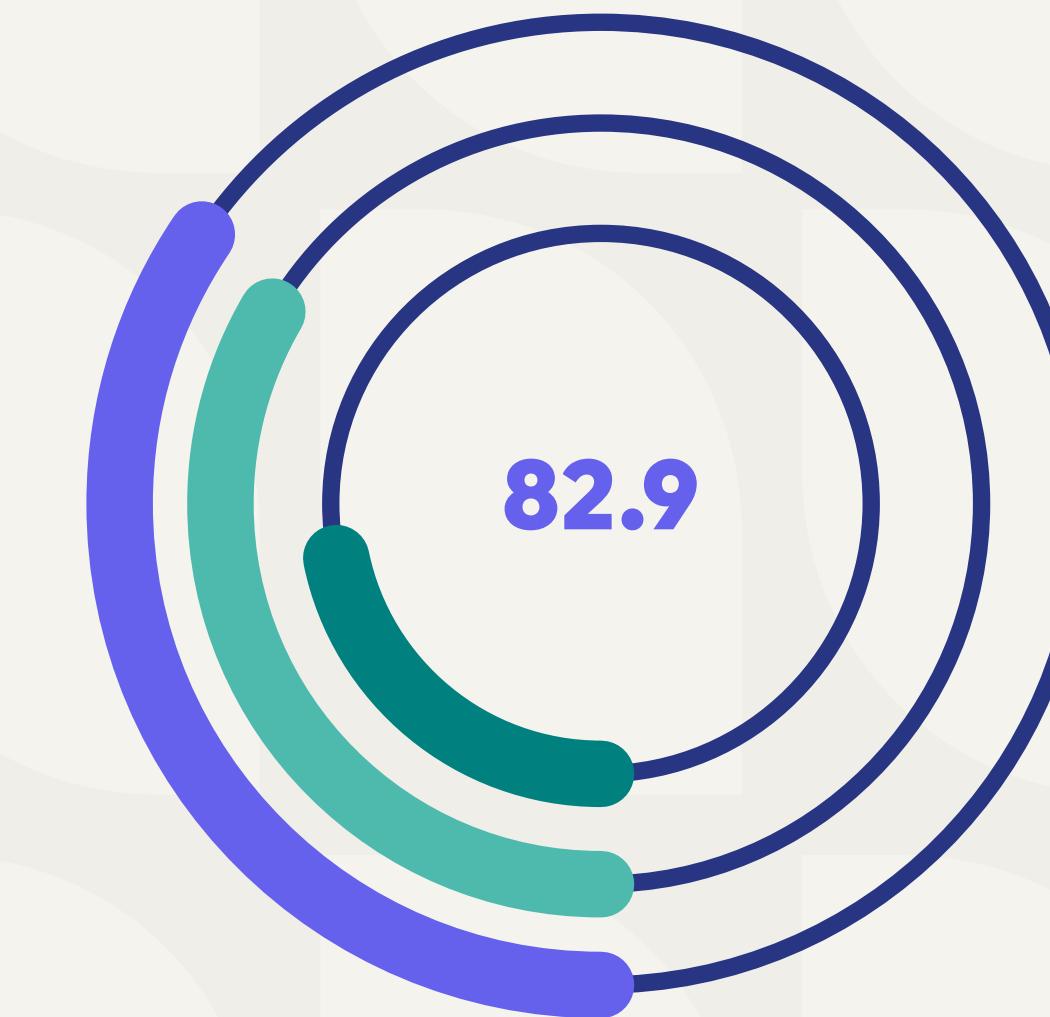
of our work. That includes how we assess materials, engage our supply chain, and define value for clients.

Importantly, it's allowed us to take a more proactive role in supporting our clients' values. With more clients bringing their own sustainability frameworks to the table, B Corp helps us align with those expectations and respond with solutions that are tangible, measurable and rooted in shared principles.

Being part of the B Corp community also holds us accountable, not just to ourselves, but to the wider industry. It reinforces our commitment to continuous improvement and to raising standards across every part of the design and build process.

We don't see B Corp as the end point. It's the foundation for everything that comes next.

How we scored? →



- **82.9** Overall B Impact Score
- **80** Qualifies for B Corp Certification
- **50.9** Median Score for Ordinary Businesses

The B Corp Team

Becoming B Corp certified requires a holistic approach, addressing fair work practices, diversity, equity and inclusion, justice and human rights, climate action, environmental stewardship, and ethical governance. To reflect this, we have chosen people from across the business to form our B Corp team. This cross-functional group ensures that every part of Oktra is represented throughout the process.



Chloe Peck

Health & Safety Manager DipNEBOSH

B Corp Role: Health & Safety

"The journey to becoming B Corp accredited has further strengthened our commitment to continuous improvement in health and safety. It has also driven us to develop new initiatives that support the health, safety, and wellbeing of both our staff and supply chain."



Shreya Nambiar

Sustainability Manager

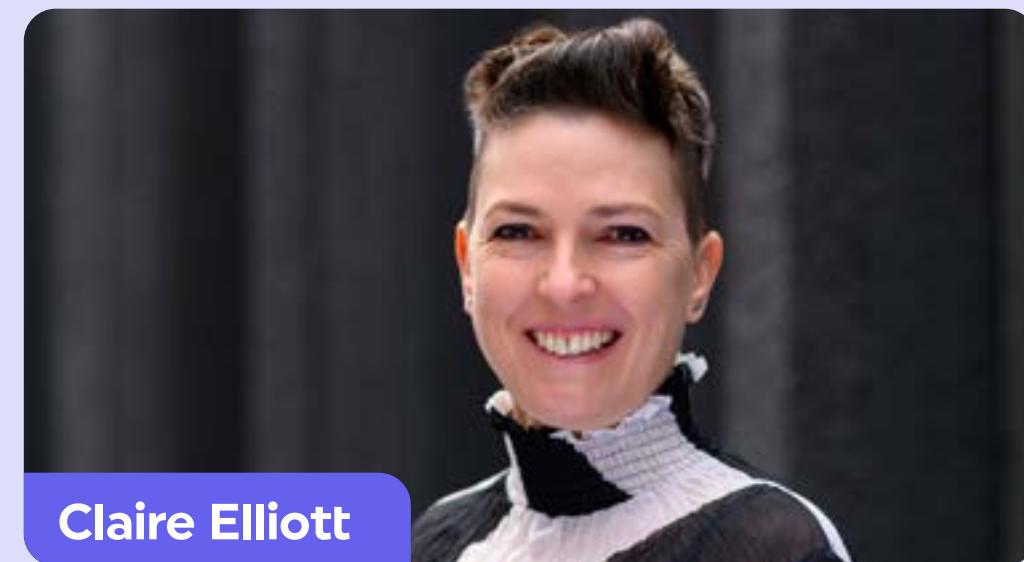
B Corp Role: Environment

"At Oktra, reducing our impact on the planet is not a tick-boxing exercise. It's how we do business. Becoming B Corp certified represents our commitment to climate action while ensuring that we stay accountable in our decarbonisation journey."

The B Corp Team

**Emily Shaw****Head of People & Workplace****B Corp Role:** People

"Being B Corp certified allows the People & Workplace teams to foster a culture of purpose and accountability. It aligns our people practices with social and environmental values, empowering employees to contribute to meaningful change while enhancing engagement and retention."

**Claire Elliott****Group Design Operations Director****B Corp Role:** Governance

"B Corp shapes our design approach by encouraging a more purpose-driven, ethical and sustainable focus on both our products and services. It provides us with a solid framework to build a forward-thinking team that positively impacts our staff, business, consultants, contractors and clients."

**Millie Bumford****People Advisor****B Corp Role:** Community

"Becoming B Corp certified helps us create a workplace where people feel valued and motivated by a sense of purpose. It pushes us to treat our employees fairly, build a strong team culture, and make a positive impact in the community by doing business responsibly."

**Aleksandra Moskowa-Stachowicz****Group Finance Director****B Corp Role:** Finance & Profit

"Being a B Corp goes far beyond maximising profitability. Profits serve as a means to fuel and strengthen Oktra's mission and purpose. It's essential that we continue to expand and build upon this mindset, ensuring that our focus remains on creating lasting positive impact while driving growth."

People

Section 2





18
Internal Promotions



221
Employees



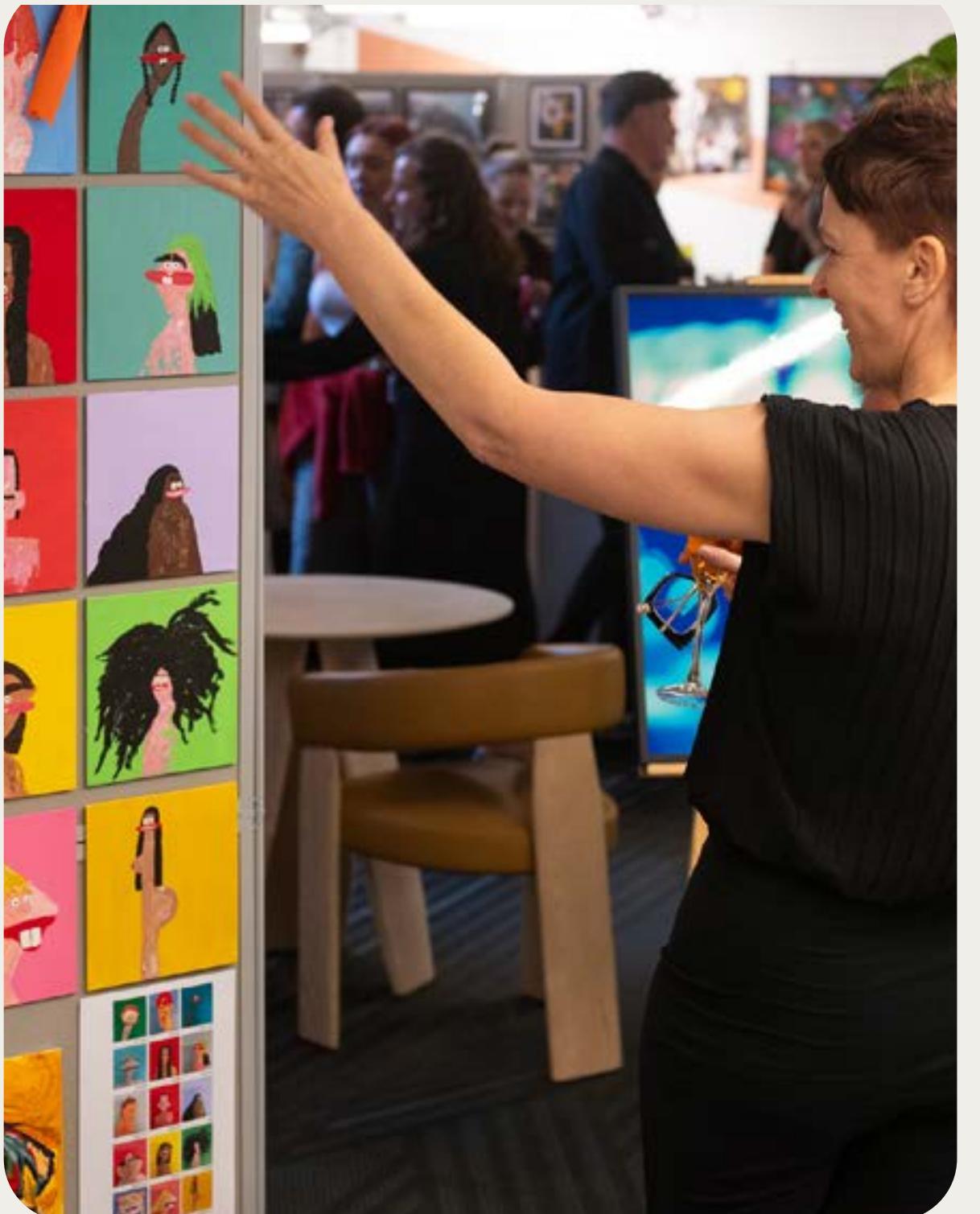
31
Nationalities



£10,000
Raised for Teenage
Cancer Trust



25
Training courses
offered



44%
Female
Employees

4
Apprentices hired
full-time



People Strategy



Emily Shaw
Director of People & Workplaces

Building a culture where people thrive

At Oktra, we're constantly working to create an environment in which everyone can thrive. Our people are the foundation of our business, and this year we've invested in new systems and initiatives designed to enhance employee experience, build cohesion, and strengthen wellbeing.

One key step was the implementation of a new HR database. This system improves efficiency and compliance while giving employees greater transparency and autonomy over their own information.

We have focused on awareness and wellbeing initiatives, from celebrating Mental Health Awareness Week to providing training for managers on changes to the Equality Act 2010

requirements. Every site manager has now completed training on bullying and harassment, with expectations reinforced in inductions for subcontractors. These actions underscore our commitment to creating a safe, respectful and inclusive workplace.

Every decision we make is underpinned by our aim to create an environment where our people feel supported, valued, and empowered to contribute their best work.

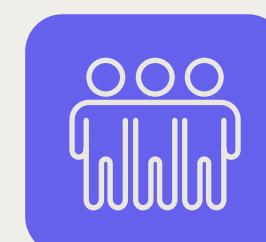
Diversity, Equity & Inclusion

Creating fair opportunities for every individual

We are committed to encouraging diversity, equity and inclusion across our workforce, and eliminating unlawful discrimination. Our aim is for our people to be truly representative of the communities we serve, and for each employee to feel respected and able to give their best.

This year we increased awareness of neurodiversity through training sessions and supporting materials, ensuring our teams are equipped with knowledge to make inclusive decisions.

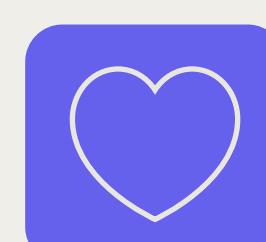
Our approach is guided by the Equality Act 2010 and our Diversity, Equity & Inclusion (DEI) policy, which sets out clear commitments:



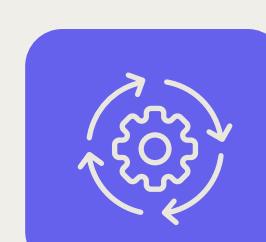
Providing equality, fairness and respect for all employees



Opposing and preventing discrimination in recruitment, pay, training and progression



Promoting dignity and respect, and tackling bullying, harassment and victimisation



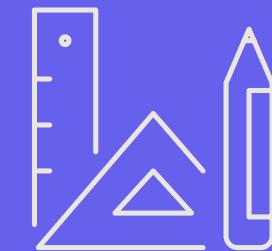
Ensuring opportunities for training and career development are accessible to all

We also monitor workforce data such as age, sex, ethnicity, disability, and other characteristics to ensure representation and accountability. This monitoring helps us identify areas for improvement and supports continuous development of our DEI practices.

Ultimately, our focus is on creating workplaces where differences are recognised, contributions are valued, and everyone feels able to thrive.

Initiatives & Focuses

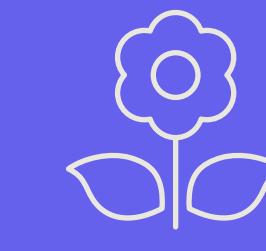
We aim to inspire a culture where learning and development is encouraged, achievements are celebrated and employee wellbeing is embedded in our day-to-day. Over the last year, we've:



Secured CITB Skills & Training Grants for employees where required



Recognised and celebrated five employees on reaching 10 years of service



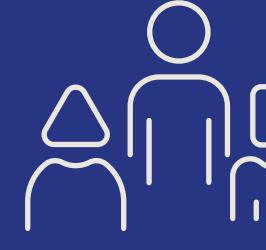
Implemented a Menopause Policy to ensure that staff have an increased awareness and understanding



Recruited our first Graduate Designer as a commitment to mentoring and developing industry talent



Encouraged greater participation in our Cycle to Work Scheme, which now includes the use of Forest, Santander and Beryl Bikes



Completed a review of all job descriptions and role titles across the business to ensure there are clear roles and responsibilities for all staff

Section 3

Environment

Carbon Management

Carbon management gives us the insight we need to identify hotspots, track performance year on year, and focus our reduction efforts where they matter most.

We map emissions across five key areas: buildings, travel, waste, water and procurement. This approach provides a clear picture of our impact and allows us to set meaningful targets. As we move forward, we will develop our carbon

reduction plan in alignment with Science Based Targets, outlining our roadmap toward achieving Net Zero emissions. This will involve expanding the measurement and improvement of additional categories of GHG emissions.

Oktra's **total carbon emissions** for the year

146.5 tCO₂e

Oktra's measured **carbon footprint per employee**

0.7 tCO₂e

*tCO²e tonnes of carbon dioxide equivalent

We are **Planet Mark Certified**.

Oktra has achieved this by:

- Reporting its carbon footprint
- Reducing measured Scope 1, 2 and 3 emissions per employee (location-based) by 6.5% compared to the previous reporting period, and by committing to expand its measurement boundary to measure up to a full carbon footprint

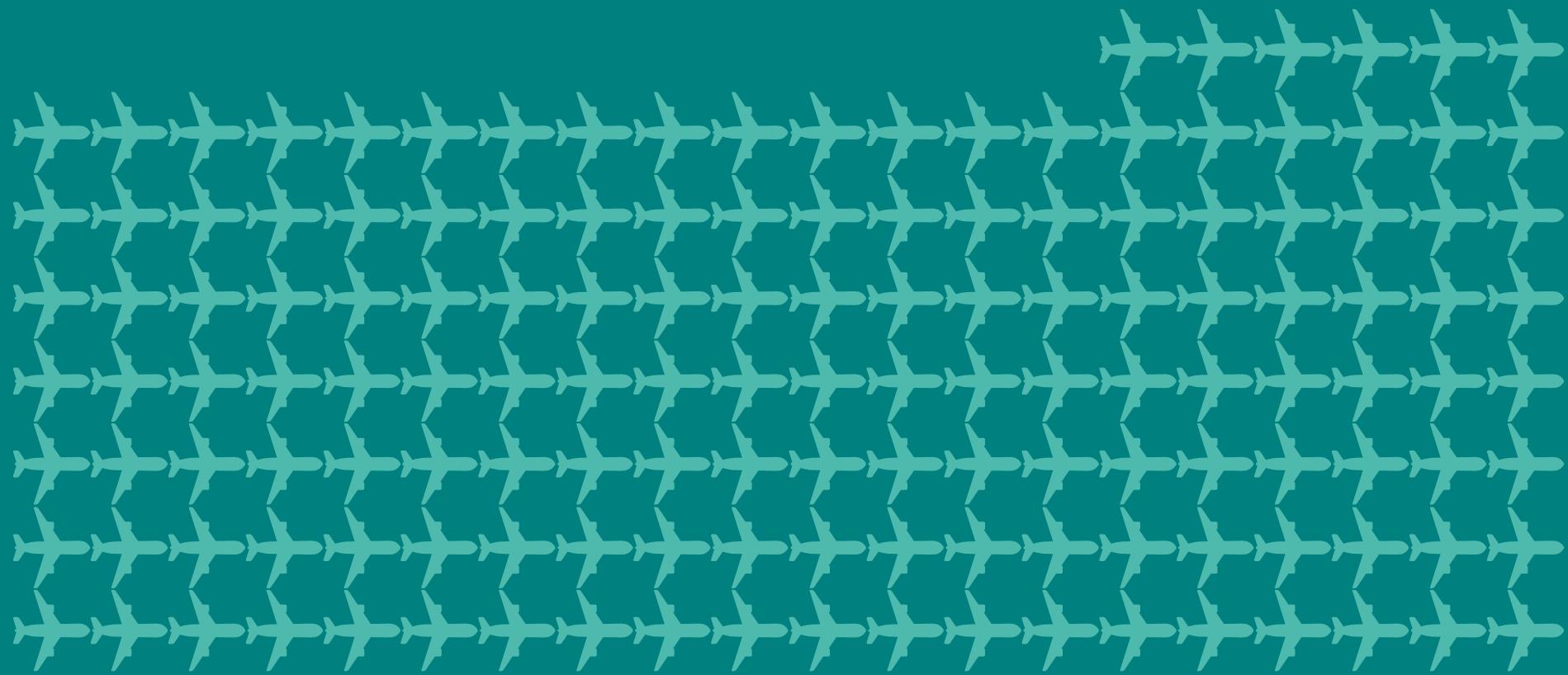


Scope	Emission Category	YE 2025 tCO2e	YE 2025 Proportion
Scope 1	Stationary Fuels	28.3	19.3%
Scope 2	Electricity (location-based)	45.4	-
	Electricity (market-based)*	17.3	11.8%
Scope 3	Category 3: Fuel and Energy-Related Activities	19.6	13.4%
	Category 4: Upstream Transport and Distribution	0.8	0.6%
	Category 5: Waste	0.4	0.3%
	Category 6: Business Travel	80.1	54.7%

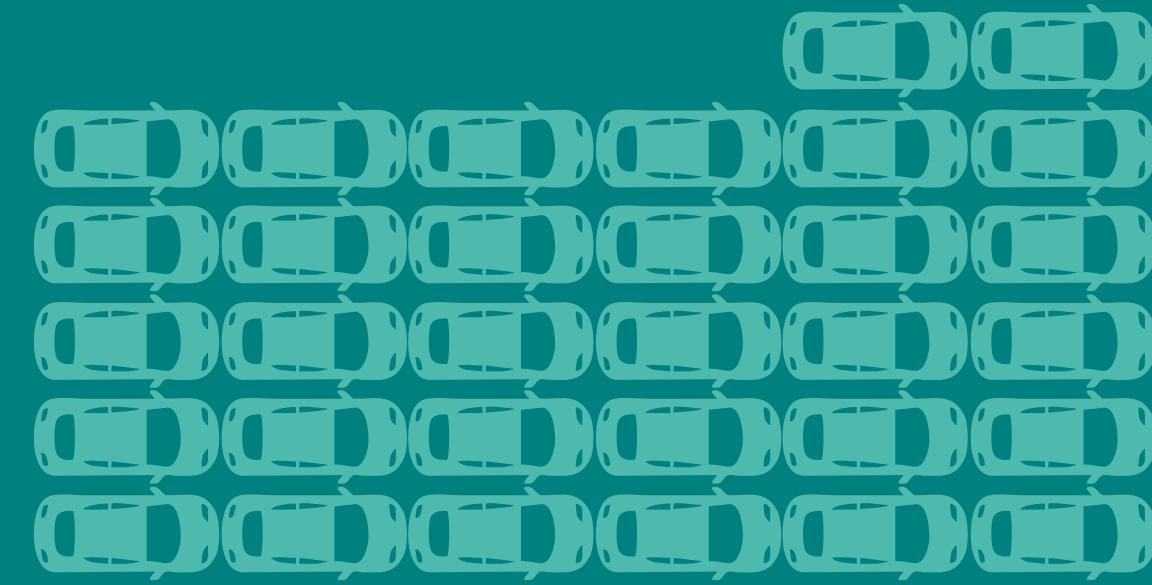
*All Scope 2 emissions are reported using the market-based methodology unless stated otherwise. Location-based emissions use the average carbon intensity of the electricity grid in the area where energy is consumed, reflecting the actual grid mix supplying the power. Market-based emissions use the emission factors tied to the specific electricity a company purchases, such as renewable energy contracts, green tariffs or RECs, reflecting procurement choices rather than grid averages.

What does 146.5 tCO₂e look like?

This is the equivalent to:



146 transatlantic flights



32 cars on the road for a year



54 households' annual energy use



Tackling Carbon in Construction

Decarbonisation as a path to rebalancing the planet

As part of the construction industry, which contributes around 37% of global carbon emissions, we recognise our responsibility to reduce emissions both within our operations and across the materials and processes we use. While we've made progress in minimising our environmental footprint, we know there's more to do. That's why we've taken the next step in our sustainability journey by investing

in carbon avoidance and removal projects that reflect our values.

In collaboration with Patch, we're proud to unveil a portfolio of four impactful carbon investments, driving change in decarbonising the construction industry while supporting social sustainability and extending our efforts beyond our operations.

Tackling Carbon in Construction

Reducing the environmental impact of the built environment starts with decarbonising the materials and processes we depend on. That's why we've invested in two groundbreaking carbon removal projects that are driving transformative change in the construction industry.



→ Novocarbo Biochar

"Biochar" is sustainable material that can replace fossil fuels in products like concrete, asphalt, and screed. By using Biochar, the industry will not only remove carbon from the atmosphere but also reduce the need for carbon-intensive materials in construction. We have chosen to invest in this project, which, alone, removes 700 tonnes of CO₂ annually, making it a significant contributor to the decarbonisation of our industry.

→ The Leeds Carbon Mineralisation project

The Leeds Carbon Mineralisation project uses Accelerated Carbonation Technology to permanently lock away carbon in materials used for construction. This process takes CO₂ and reacts it with silicates and alkaline materials, creating carbonated by-products that can be used in various applications.

Certified by PuroEarth, this project offers a scalable solution for carbon removal, contributing to the circular economy and further reducing the environmental impact of the built environment.

→ The Rural Nepal Improved Cookstove Distribution project

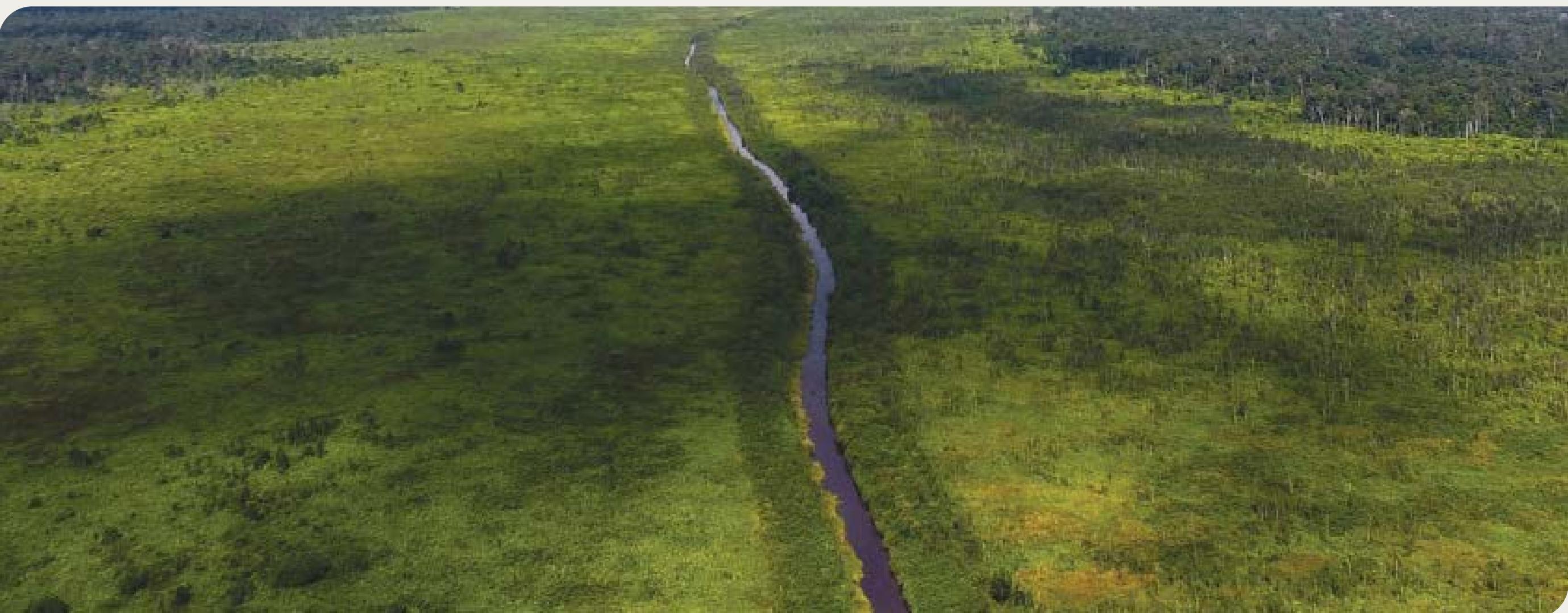
Run by **Practical Action**, this project provides fuel-efficient stoves to disadvantaged households in Nepal. Many families in rural Nepal rely on traditional cookstoves that burn firewood and cow dung, contributing to dangerous air pollution and deforestation. By replacing these with more efficient stoves, we're not only helping to prevent carbon emissions but also improving the health and wellbeing of communities in the region. It's a perfect example of how environmental sustainability and social impact go hand in hand.



→ The Katingan REDD+ Forest Protection project

Our fourth investment, the **Katingan REDD+ Forest Protection** project in Indonesia, focuses on safeguarding 149,800 hectares of peatland ecosystems. Peatlands are incredibly effective at storing carbon, and by protecting them, we're preventing massive amounts of CO₂ from being released into the atmosphere.

This project not only tackles global climate change but also provides local communities with sustainable sources of income, reinforcing the idea that environmental and economic sustainability can coexist.



The journey to net zero isn't just
about reducing emissions today —

it's about taking

active

steps

towards

rebalancing the planet

Community



Our Role in the Community

Extending impact beyond the workplace

Our commitment to positive impact goes further than the projects we deliver. We are proud to support charities, local initiatives and community programmes that make a difference in people's lives. From fundraising challenges to volunteering opportunities, we encourage our teams to contribute their time, skills and energy to causes they care about.

This year, our people raised thousands of pounds for a range of charities, including

Cancer Research, Teenage Cancer Trust and regional community projects. We also hosted the Oktra Art Show, bringing together our staff, clients and partners to celebrate creativity while raising funds for good causes.

We believe that by working together, businesses and communities can achieve more. Our role is to create spaces where people thrive and to invest in initiatives that strengthen society as a whole.

Oktra Art Show 2024

The Oktra Art Show started as a small exhibition, and now, in its 11th year, has grown into a much-loved tradition. The event celebrates creativity through artwork from our team, clients, family and friends. Each year, a charity is chosen and all profits from auctioned items go directly to that cause.



£10,616 Raised

Section 5

Our Clients

Macmillan

1 of 5

After years in an office spread over five floors, Macmillan Cancer Support decided to move its London home to a smaller space in the heart of Bankside. This transition wasn't merely about supporting the organisation's efforts to become more environmentally and financially sustainable; it was a chance to rethink how the workspace could truly support their people based in and around London. We worked alongside Macmillan to create an inclusive, sustainable workplace design that feels like a home away from home for their teams.

From the start, our team worked closely with Macmillan to create a space reflecting their ethos and commitment to sustainability. Housed in a BREEAM Excellent building; the new workspace features carbon-neutral materials and reupholstered furniture, significantly reducing its environmental impact. Existing furniture was thoughtfully repurposed, with donated desks integrated seamlessly into the design. Every detail, from carbon-neutral flooring to biophilic touches, was chosen to prioritise sustainability.



Macmillan

2 of 5

Inclusivity is embedded into the design. Disability focused layouts ensure accessibility for all, while thoughtful details like arthritis-friendly door handles and accessible seating accommodate diverse needs.

Wellness spaces, including a medical room, prayer room, and a library corner with full-height windows, provide employees with places to reflect, recharge, and relax. "Inclusivity isn't just a buzzword here – it's woven into the fabric of the space," says lead designer Jordan Holdcroft.

At the hub of the office is a café-style breakout area that flows into a town hall space for community events, ensuring people have a space to connect. Flexible seating and folding walls are infused throughout the space to adapt seamlessly to employee needs, from collaboration to quiet focus. Adding to the versatility, sit-stand and hot desks reflect a modern, dynamic approach to work.



Macmillan

3 of 5

Material Palette



Healthy Materials

A wool blend fabric from Camira was specified for the furniture. This fabric is naturally eco-friendly, safe for human use, ECO Label certified and manufactured in an ISO 14001 certified facility



Circularity

All of the carpet specified has a total of recycled + bio-based content of over 60% with yarn recycled content at 100%



Low Embodied Carbon

A solid surface was used for the worktops. These were made with sustainable materials, an eco-friendly manufacturing process with provision to recycle at the end of its life-cycle lowering the overall embodied carbon of the product



Locally Sourced

The acoustic panels specified and installed are from Autex who manufacture their product in Britain. They are also Carbon Neutral

Macmillan

4 of 5

The office exudes a welcoming, home-like atmosphere. Visitors are greeted by vibrant green tones and inviting soft seating, with a self-check-in system replacing the need for a traditional reception desk. Throughout the space, artwork and branding celebrate the carers and people the organisation supports, sharing their stories in a meaningful way.

"This project was about more than creating a functional office," says Jordan. "It was about designing a space that supports their people, reflects their values, and feels like somewhere they want to be every day." The result is a workplace that goes beyond expectations, promoting community, well-being, and sustainability. It's a space that redefines the modern office, balancing purpose and care for both people and the planet.



Macmillan

4 of 5

New & Existing Furniture

Existing

Macmillan reused:

88 pieces

of furniture in the project by re-upholstering them to match the new colour scheme and repurpose them within the redesigned office

Macmillan donated:

1,151 pieces

of surplus office furniture to four local organisations, helping schools, charities, and social enterprises save a total of £636,287

New

 Circularity



Bass Meeting Table
from Rawside

Made from 100% recovered wood with 89% renewable materials

 Low Carbon



Alto Meeting Table
from New Design Group

Low embodied carbon, manufactured to the highest sustainability standards (14001 certified) and locally sourced

 Locally Sourced



Mayze Sofa
from Allermuir

British Design and British Made from their factory in Lancashire

 Healthy Materials



Relate Side Table
from Muuto

Made with linoleum on MDF which consists of linseed oil, wood flour and resin making this a non-toxic, allergy friendly and low VOC product

PRI

1 of 5

Our partnership with the Principles for Responsible Investment (PRI) began in 2019, delivering their first London workspace in Aldgate. Five years on, with a growing team and an increasingly focused mission, PRI returned to us to create a new kind of workplace—one designed with people and planet firmly at its core. The result is a purpose-led, inclusive and future-ready environment that truly reflects PRI's values.

To begin, we immersed ourselves in PRI's world. Over two weeks, we engaged with department heads, employee network groups and team members across the organisation to understand how they worked, what they needed, and where their previous space fell short. These conversations went beyond operational requirements, uncovering personal preferences, wellbeing needs and aspirations that informed every design decision.

Through our workplace consultancy, we shaped a space rooted in lived experience. The floorplate is organised into intuitive zones that support a range of workstyles, from quiet reflection in the library and focused open-plan desking to informal collaboration at the tea points. This zoning empowers choice, supports neurodiversity and creates a workplace that adapts to the diverse needs of PRI's people.



PRI

Designing for Wellbeing and Inclusion

The front-of-house suite creates a welcoming first impression, featuring branded joinery, nature-inspired manifestations and a central coffee point that doubles as a client meeting and events space. High ceilings and generous glazing maximise natural light, while perimeter desk placement ensures everyone benefits from a visual connection to the outdoors.

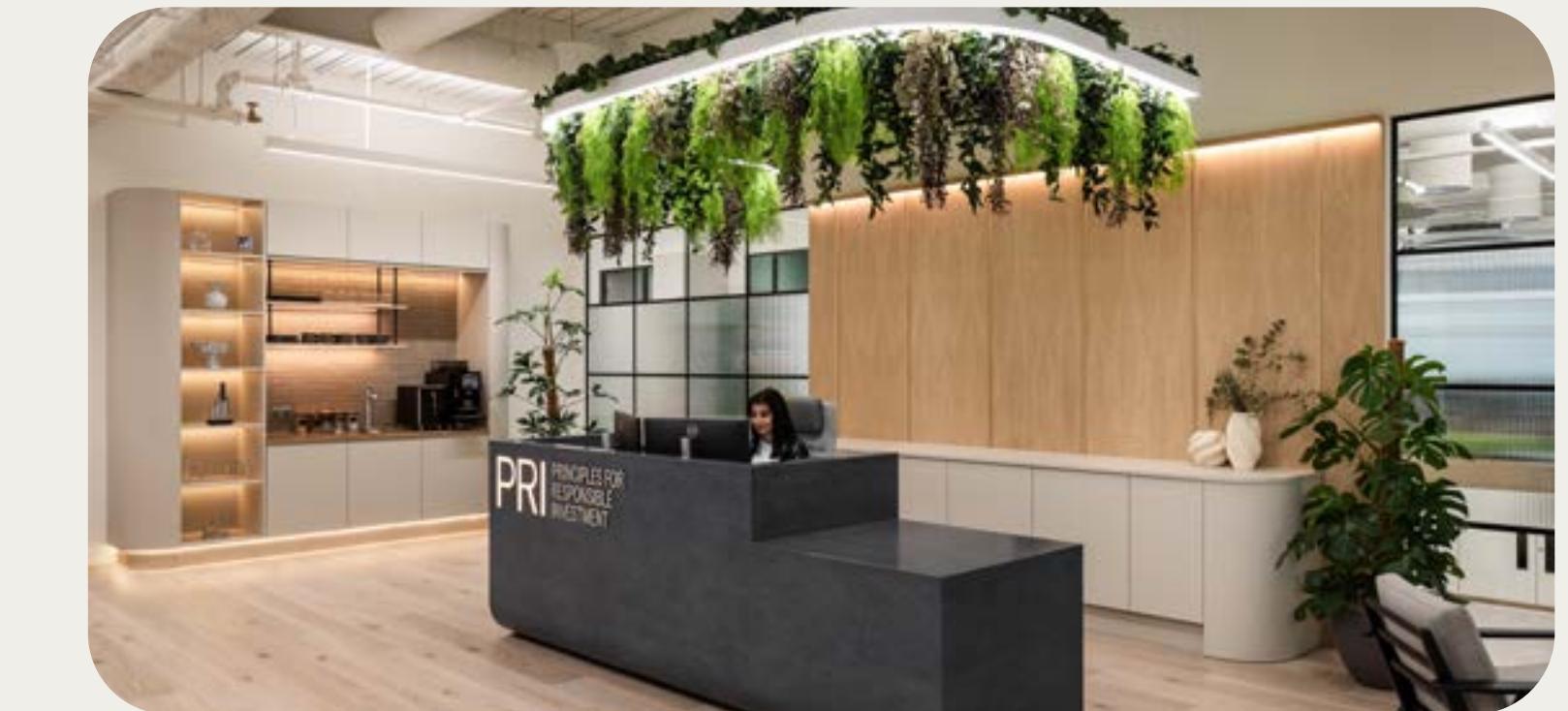
Wellbeing and accessibility are embedded throughout the workspace. A fully accessible wellness room, dimmable quiet zones designed to support neurodivergent individuals, and sit-stand desks throughout ensure comfort for all. Calming colour palettes and adjustable lighting allow individuals to tailor their environment, fostering autonomy, inclusion and a strong sense of belonging.

Rooted in PRI's values, our sustainable design principles extended far beyond material reuse. Every detail was considered with long-term impact in mind. In the teapoints and wellbeing spaces, we installed natural, plastic-free

Marnoleum flooring, made from 97% renewable raw materials and produced under the rigorous SA8000 and ISO 14001 sustainability standards. Worktops were hand-finished in Birmingham using reclaimed wood from felled British trees, bringing local craft and character into the space. Even the carpet tiles were chosen for their circular potential, designed to be easily disassembled and recycled into new flooring at the end of their life cycle.

Together, these thoughtful, low-impact choices helped transform PRI's new headquarters into a responsible, future-focused workplace. One that not only minimises environmental footprint but actively supports people. From neurodiversity-friendly wellbeing areas to considered circularity in finishes and furniture, every element of the design embodies PRI's mission and creates the conditions for their team to thrive.

Subtle yet striking, PRI's brand is present across the space in confident, considered ways. Their logo is etched into reception joinery, while glazed meeting rooms feature bespoke manifestation and natural scape-inspired graphics

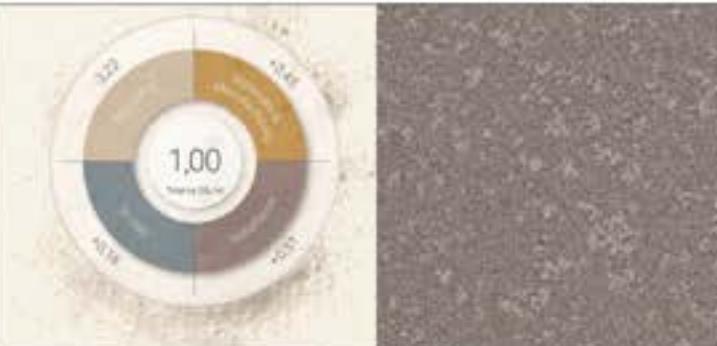


that speak to PRI's global mission. "Every detail was designed to reflect who PRI are, not just what they do but what they stand for," says Emma Page, Lead Designer.

This is a workplace that does more than support productivity. It provides a backdrop for big conversations, meaningful work, and a community that is united by purpose. Designed with PRI's people and values at heart, this is more than an office. It is a statement of who they are and where they are going next.

PRI

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Plastic Waste Boardroom Chairs <ul style="list-style-type: none">100% recycled plastic, including marine wasteEach metre contains the equivalent of 26 plastic bottlesPart of the SEAQUAL InitiativeDiagonal, two-tone weaveAvailable in 16 colourways		
Marmoleum Teapoint Flooring <ul style="list-style-type: none">Made out of 97% natural and renewable raw materialsAll raw materials are obtained following the ethical and sustainable SA8000 and ISO 14001 certificationNaturally plastic free and phthalate free flooring		
Circular Carpet Tile <ul style="list-style-type: none">Circular product, it was designed to be disassembled so its components can be easily recycled into raw material for new carpet tiles		
Recycled Plastic Coffee Table <ul style="list-style-type: none">100% recycled, 100% recyclable. Polygood uses single type of plastic for manufacturing. This makes it the ideal candidate for upcycling, a concept behind high-value material reuse in circular manufacturing and design.		
Waste Wood Worktops <ul style="list-style-type: none">Made of waste wood sourced from trees felled in Britain and hand finished in Birmingham		
Recycled Timber Flooring <ul style="list-style-type: none">100% recycled100% recyclableLow-emittingLow resource intensiveFree Take-Back Programme		

PRI Sustainability Story

Sustainability as a Non-Negotiable

Sustainability was embedded from the outset. We prioritised reuse, retaining desks, chairs and loose furniture from PRI's previous fit-out and leaving the shell and core exposed to reduce the need for new materials. This approach significantly lowered embodied carbon while delivering a space that feels contemporary and considered.

A strong materials narrative reinforces this commitment.

Boardroom chairs are made from ocean plastics and marine waste; coffee tables are crafted from recycled fridge interiors; and teapoint worktops are hand-finished in Birmingham using reclaimed timber. Carpet tiles and timber flooring were selected for recyclability and designed for disassembly, while natural, plastic-free Marmoleum flooring—made from 97% renewable raw materials—was specified in teapoints and wellbeing areas.

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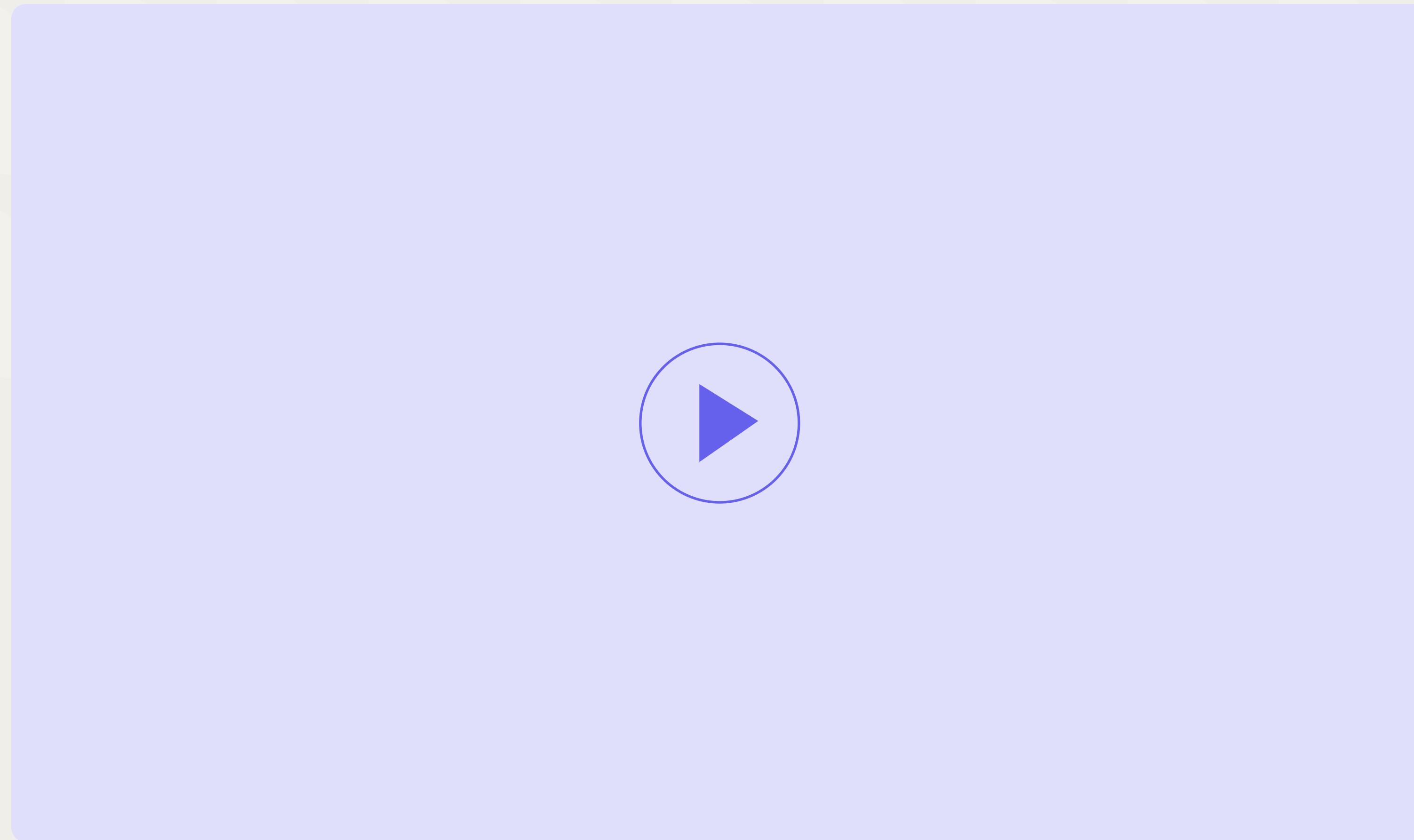
A Workplace Rooted in Purpose

Subtle yet confident branding is woven throughout. PRI's logo is etched into reception joinery, while glazed meeting rooms feature bespoke manifestations inspired by natural scapes, reflecting their global mission. Together, these thoughtful choices have created a responsible, inclusive workplace that minimises environmental impact while actively supporting people. More than an office, it is a clear expression of who PRI are, what they stand for, and where they are heading next.



PRI

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We



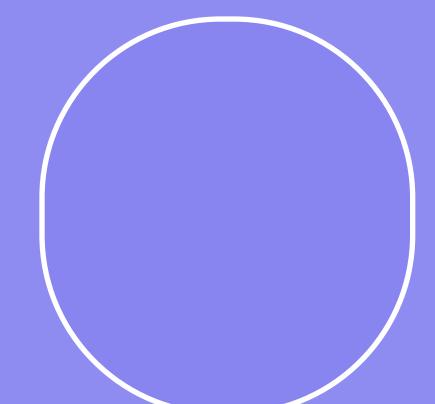
and



Are



us



Oktra





London
Oktra
6 St Cross Street
London
EC1N 8UB

Guildford
Oktra South
Bottle Works
Guildford
GU1 4LP

Birmingham
Bennetts Hill House
24 Bennetts Hill
Birmingham
B2 5QP

Manchester
Hyphen, Suite 6
75 Mosley Street
Manchester
M2 3HR