

**B Corp**  
*Impact Report 2025*

# About Studioshaw

Established in 2016 by Mark Shaw, Studioshaw has grown into an ambitious, multi-national team. In 2025, long-standing team member and first employee Harry Thomson became an equity partner, reflecting his pivotal role in the practice's growth over the past nine years.

We have a focus on low energy, sustainable development and we call this approach 'RE:LOW'. Our projects are underpinned by this philosophy and our core focus is to re-purpose, re-cycle and re-store aiming to deliver low-tech, low-impact and low-maintenance buildings. We apply this to all of our projects, helping to minimise their impact on the planet.

Our purpose is to design uplifting spaces and reduce the damage to our planet in the process.

Studioshaw is an architecture practice known for its big ideas and mixed-use projects.

Our mission is to be engaging, energetic and environmentally sensitive architects by being knowledgeable, researched and visionary partners for progressive organisations.



Mark Shaw, Founder Director



Harry Thomson, Design Director



# Executive Summary

Our purpose is to design uplifting spaces and reduce the damage to our planet in the process. At Studioshaw, we know that the buildings and places we create, and the way we deliver our work, have a lasting impact on people and the environment. Our ambition is clear: to ensure that impact is positive.

Since our founding, we have delivered projects that prioritise low-carbon design, adaptive reuse, and long-term social value. From workplace and cultural spaces to residential and community projects, our work demonstrates how architecture can be both inspiring and sustainable. Within our studio, we have built a collaborative, multi-national team, with a strong focus on wellbeing, flexible working, and professional development. In 2025, the appointment of our first employee, Harry Thomson, as an equity partner marked an important milestone in our growth and reflects our commitment to long-term investment in people.

Our industry continues to face significant challenges, from market conditions that challenge fair remuneration and wellbeing, to the lack of diversity across a profession whose work touches many different communities. At the same time, there is an urgent need to design healthier, lower-carbon, and more equitable places in an unstable

global context. Yet these challenges also present opportunities. By integrating sustainable design into every project, championing equity, and advocating for higher standards, Studioshaw is demonstrating how architecture can be both ambitious and responsible.

We believe collaboration is essential. Working together as an industry allows us to amplify our values, drive change, and show the true value of businesses that hold themselves to higher standards.

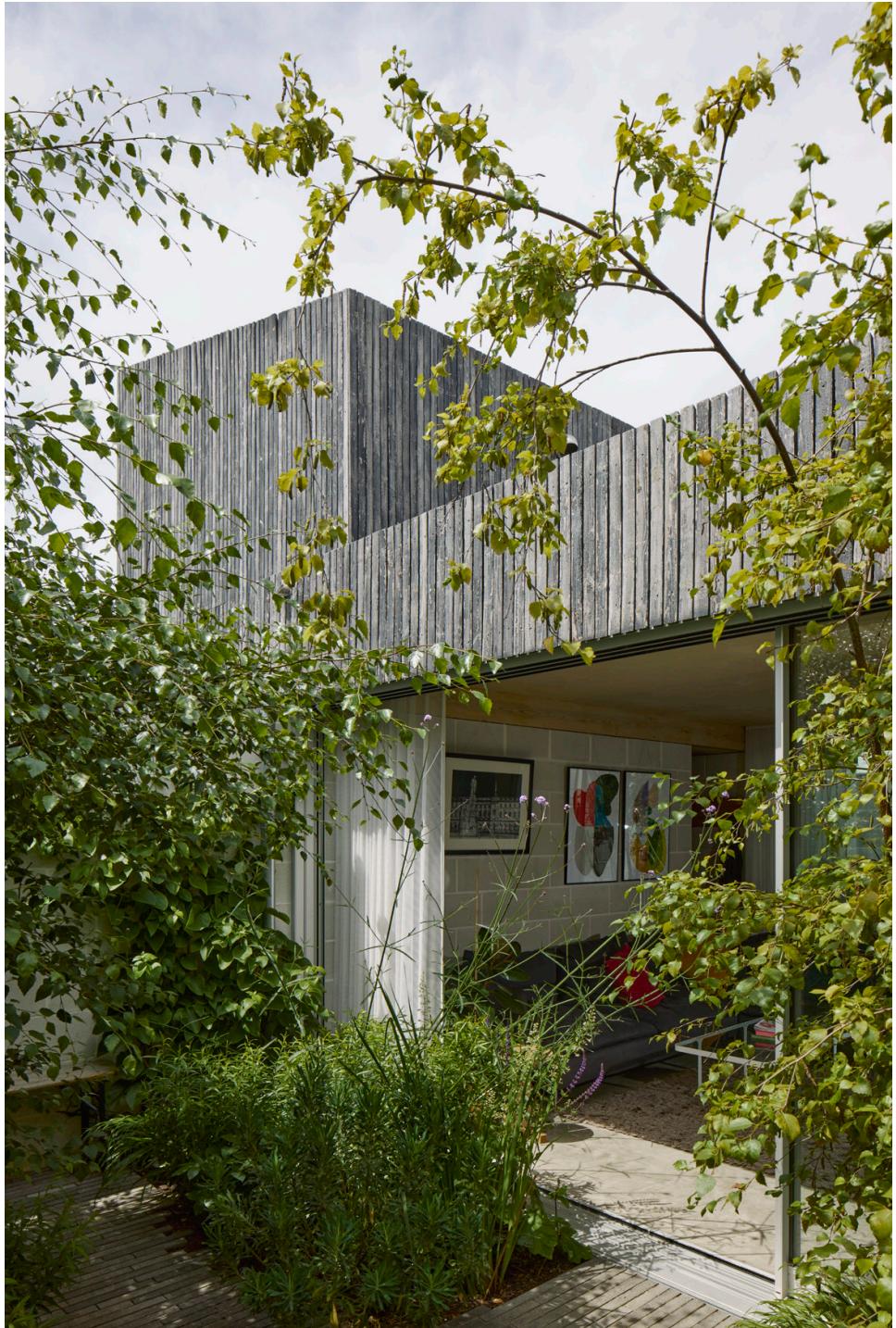


# Why B Corp?

Becoming a B Corp felt like a natural step for us. We wanted a clear framework to look at every part of our business, to measure what we do well, challenge ourselves where we can improve, and build accountability into the way we work. B Corp gave us that structure: a way to measure, reflect, and keep improving.

For a small studio, the process has been invaluable. It's helped us turn good intentions into practical actions, and pushed us to embed accountability into the way we work. Far from being a tick-box exercise, it's helped us build new habits, shape decisions, and strengthen the culture we're proud of.

Most importantly, becoming a B Corp connected us to something bigger. We're now part of a collective of businesses who believe that design, creativity, and commerce can be a force for good. By joining this community, our voice as a smaller practice is amplified, adding weight to the value of doing business in a way that is responsible, transparent, and positive for people and planet.



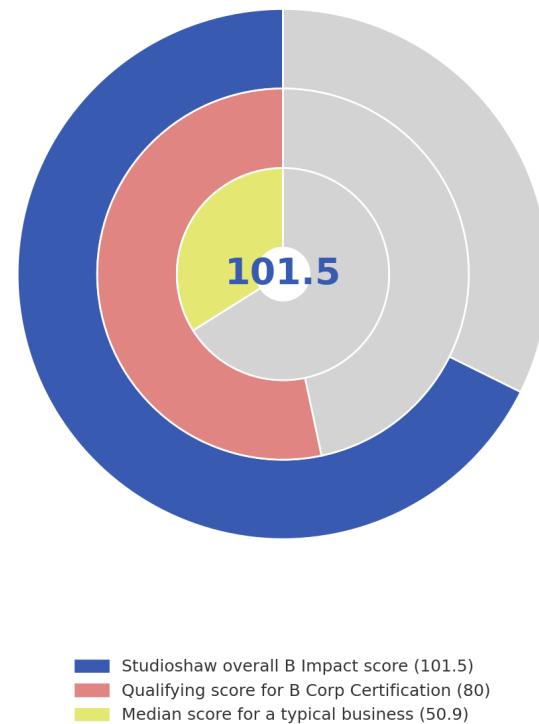
# Our verified B Corp score

We are proud to share our first Impact Report, a reflection on the values that guide our work and the steps we are taking to build a responsible and resilient business. This report is structured around the five impact areas that make up the pre-April 2025 B Corp standards. Together, they provide a framework to measure our performance, celebrate progress, and set out our ambitions for the future.

- Governance (16.5): A strong foundation of transparency, accountability, and mission alignment.
- Workers (30.9): Our highest scoring area, reflecting our commitment to team wellbeing, financial security, and professional growth.
- Community (28.3): Recognition of our engagement with local networks, diversity and inclusion efforts, and civic responsibility.
- Environment (23.3): Positive steps in our approach to environmental management and our impact on air, climate, water, land, and biodiversity.
- Customers (2.5): Our stewardship of clients through service quality, ethical communication, data security, and feedback processes and our greatest opportunity for improvement.

These results mark the beginning of our journey. They provide a clear picture of where we are today and a framework for continuous improvement, allowing us to build on our strengths while focusing our attention on the areas where we have the greatest opportunity to grow in the years ahead.

## B Corp Impact Scoring - Studioshaw



Studioshaw's first B Corp assessment gives us a clear picture of where we stand today: strong performance in Workers and Community, steady foundations in Governance and Environment, and room to grow in how we approach Customer stewardship.

The release of the new B Corp standards in April 2025 marks an important step forward for the movement. We see these changes as an opportunity to reflect, adapt, and strengthen our own journey as a business committed to continuous improvement.



# Governance

## Social and environmental performance

### What we said we'd do:

- Commit to transparency by publishing an annual impact report that shares our social and environmental performance with stakeholders.

### What we did:

- Published our first annual impact report, outlining key metrics, progress against our goals, and areas for improvement. The report was shared publicly with our community, clients, and employees to hold ourselves accountable and to drive continuous improvement.

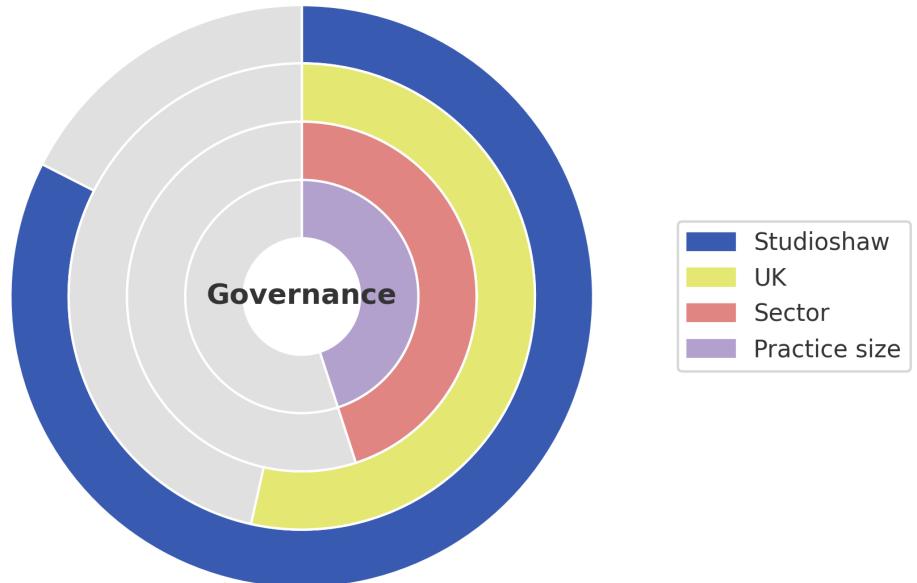
## Company ownership

### What we said we'd do:

- Strengthen governance by broadening company ownership to include employees.

### What we did:

- Welcomed Harry as a shareholder, representing our first step toward employee ownership. This creates a more inclusive governance structure and aligns employee interests with the long-term success and mission of the company.



# Governance

## Financial transparency

### What we said we'd do:

- Improve transparency by sharing company financials with employees.

### What we did:

- Disclosed all financial information, except for individual salary details, with employees on a regular basis. This empowers team members to understand how decisions are made, builds trust, and reinforces a culture of openness.



# Workers

## Financial Security

### What we said we'd do:

- Share financial success fairly by ensuring employees benefit directly when the company performs well.

### What we did:

- We introduced an annual bonus scheme for all employees to ensure that everyone directly shares in the success of the business. By distributing bonuses equitably across the team, we recognize the collective effort behind our growth and reinforce a culture of fairness, reward, and shared ownership of outcomes.

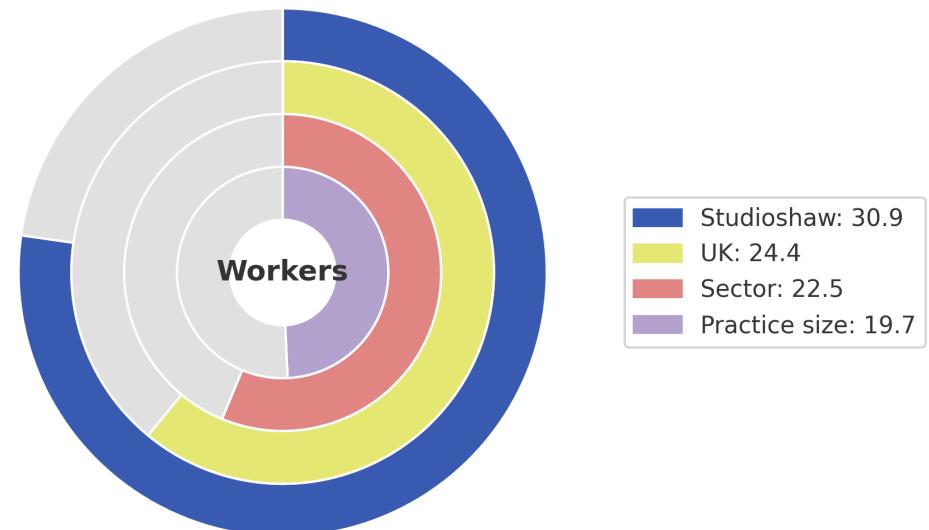
## Health, Wellness, and Safety

### What we said we'd do:

- Trial flexible working models that support wellbeing and productivity.

### What we did:

- After a successful trial, we permanently implemented a 9-day fortnight, giving all employees every second Friday off without reducing pay or expecting longer hours on other days. This initiative supports better work-life balance, reduces fatigue, and allows employees more time for rest, personal projects, or family commitments, while maintaining high levels of productivity and engagement. We call this paid personal day 'Wellness Day'.



# Workers

## Health, Wellness, and Safety

### What we said we'd do:

- Support employee health and wellbeing with proactive measures.

### What we did:

- We advanced our commitment to employee wellbeing by providing comprehensive support that addresses both physical and mental health needs. Employees are offered physiotherapist assessments to prevent and address workplace-related strain and injuries. In addition, we provide access to online psychotherapy appointments, making mental health care more accessible and reducing barriers to getting support. These initiatives are part of our ongoing commitment to creating a safe, healthy, and supportive workplace.

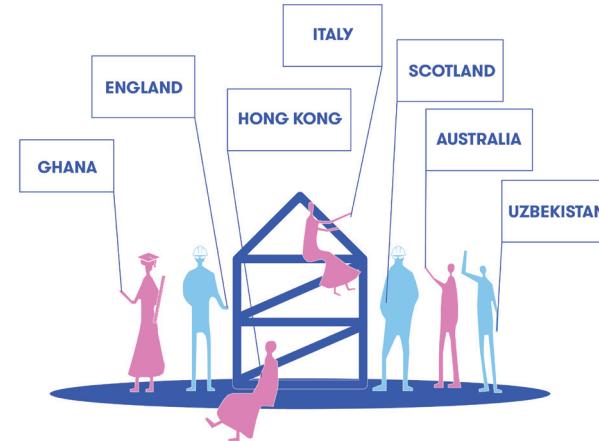
## Career Development

### What we said we'd do:

- Invest in the personal and professional growth of our team.

### What we did:

- We believe in investing in the professional growth of our team. This year, we funded an employee apprenticeship, providing structured learning and career development. We also launched a paid model-making internship, offering hands-on training and an accessible entry point for new talent in our industry. These initiatives demonstrate our commitment to lifelong learning, skill development, and building pathways into our profession.



# Community

## Diversity, Equity & Inclusion

### What we said we'd do:

- Maintain diversity within our team across gender, culture, sexual orientation and age.

### What we did:

- We continued to prioritise diversity within the practice, ensuring representation across gender, culture, sexual orientation, and age. This commitment extended beyond our studio, with Founder Director Mark Shaw appointed as a Non-Executive Trustee of the LGBT Foundation, strengthening our role in promoting equality and advocacy more widely. We also supported visibility and inclusion in the profession by sponsoring Architecture LGBT+, helping to champion greater representation across the industry.



# Community

## Civic Engagement & Giving

### What we said we'd do:

- Actively contribute to our community and profession.

### What we did:

- We continued to play an active role in education and outreach. Through the RIBA Ambassador Scheme, we introduced school students to architecture, helping to spark early interest in the profession. During the London Festival of Architecture, we welcomed people into our Shoreditch studio for a series of public events that opened up conversations about design and its role in the city. We also supported the next generation of architects by joining universities across the UK as guest critics, offering feedback, encouragement, and mentorship to students.



# Environment

## Materials

### What we said we'd do:

- Dedicate resource to the research of sustainable materials and systems.

### What we did:

- Appointed a dedicated team member responsible for researching and testing sustainable materials and systems, ensuring environmental performance is considered from the outset of every project.

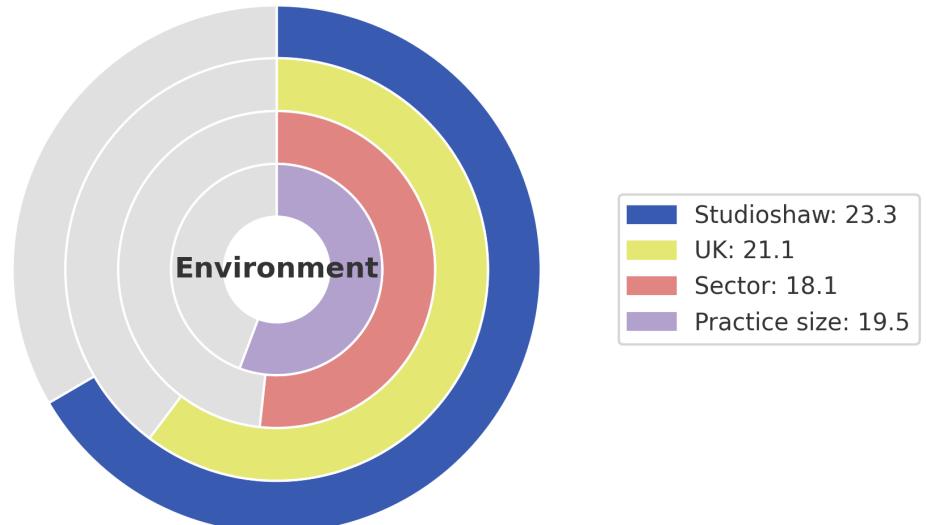
## Energy Efficiency

### What we said we'd do:

- Apply energy modelling to all projects.

### What we did:

- Integrated energy modelling into the design process across all projects, helping to reduce operational energy demand and improve building performance.



# Environment

## Training and Collaboration

### What we said we'd do:

- Apply public consultation processes to all projects.

### What we did:

- Embedded collaborative consultation into every project, ensuring designs respond to the needs of clients, users, and communities.

## Material Lifecycle

### What we said we'd do:

- Reuse materials from temporary projects where possible.

### What we did:

- Materials from our temporary project Marilyn The Exhibition were repurposed by Yes Make, a design-build collective specialising in creative reuse and community-led design. These materials were used in a youth charity project in Brixton, extending their lifecycle and reducing waste.



# Customers

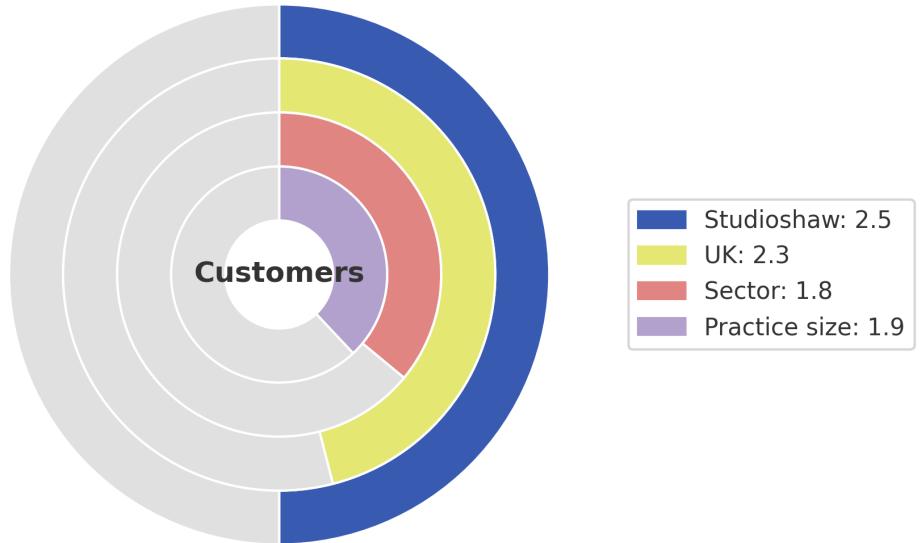
## Customer feedback

### What we said we'd do:

- We committed to improving our understanding of client needs and expectations by actively seeking structured feedback. Our goal was to establish a consistent process for gathering insights that could inform our services and strengthen client relationships.

### What we did:

- We designed and implemented a client feedback questionnaire to capture perspectives across multiple projects. This tool has been distributed to clients, and the responses have been reviewed and analyzed. The findings are being used to identify opportunities for improvement in service delivery and client experience.



# Future Plans

## 1. Establish a Board of Directors

We'll be setting up a Board of Directors to bring more structure, accountability and fresh perspectives into how we work. As part of this, we'll appoint at least one independent board member from outside the business. Their role will be to challenge us, hold us to account, and make sure we stay transparent in our decision-making.

## 2. Organised Time for Voluntary Work

We want to give our team the chance to make a difference beyond the studio. That's why we'll introduce a policy encouraging organised volunteer time during our Wellness Day, encouraging everyone to dedicate some of their paid personal time to causes that matter to them. It's another way we can use our time and skills for wider social impact.

## 3. Increase employer pension contributions

To encourage our staff to plan properly for their retirement we plan to increase our employer contributions to the company pension scheme and hold pension reviews with staff to encourage them to increase their personal contributions.

## 4. Monitor and Record Emissions

We're putting proper systems in place to track our carbon emissions. This will give us a clear picture of our footprint, help us spot where we can improve, and keep us honest when reporting progress. Over time, this will guide us towards meaningful decarbonisation.

## 5. Publish Client Feedback

We'll start sharing client feedback openly. By publishing what our clients tell us, we can show where we're doing well, where we can do better, and build even greater trust in the way we work.

## 6. Post-Occupancy Evaluation

We'll introduce Post-Occupancy Evaluation into our process. This means checking in with building users once a project is complete to see how our designs are working in real life. Their experiences will give us valuable insights that we can take forward into future projects, making sure our work has lasting positive impact.



