



## Rider Levett Bucknall | Responsible Management in practice



### Project overview

To embed our Responsible Management philosophy into the business we constantly review our own activities under the three headings of Corporate Responsibility, Carbon Strategy and Sustainable Asset Management. This identifies areas of improvement for ourselves and offers our clients evidence of our philosophy which is underpinned by third party accreditations.

### Our role

Rider Levett Bucknall's strategy identifies Responsible Management as an overarching philosophy for all of our services. Our structure includes a business improvement team which measures and informs continuous improvement of our corporate objectives relating to quality, environment and health and safety. Working closely with our human resources and financial support teams we balance the social, environmental and financial aspects of our corporate responsibility philosophy to optimise performance and opportunities.

Throughout 2011 we rolled out a mandatory training programme for our Responsible Management philosophy which has ensured 100% of our employees understand this overarching part of our strategy. All employees were measured in their knowledge and commitment before and after the training and signed a pledge on how they can improve going forwards.

This demonstrates our commitment to a Responsible Management approach and further evidence can be demonstrated by our achievements and initiatives under the following headings below.

**Organisation:** Rider Levett Bucknall

**Sector:** Commercial

#### Savings achieved:

- Staff churn rate is half industry average saving £150k p/a
- £125k investment in Video Conferencing paid back within less than three years
- VC saved 19 tonnes CO<sub>2</sub> and £28k travel costs
- Achieved 11% reduction in total office energy consumption
- Sustainable procurement of stationary saved £50k p/a

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## Key achievements

### Corporate Responsibility:

- In 2010 we became the first in our sector to report against the Global Reporting Initiative, the world's most widely used sustainability reporting framework, and achieved an application level check C.
- We have achieved and maintain Investors in People Champion Accreditation, ISO 9001 Quality Systems and ISO 14001 for Environmental Management Systems for all offices within the UK. Through our environmental management system we follow a systematic approach to managing the environmental and sustainability impacts of our activities.
- The firm's commitment to staff development, company culture and pay and benefits has been recognised by a number of awards including the Daily Telegraph-sponsored CRF's 'Britain's Top Employers 2011', the Sunday Times 100 'Best Companies to Work for 2011' and 'Investors in People' 'Champion' status.
- Rider Levett Bucknall is 100% employee owned and all of our profit distribution goes to staff. Our objective is long term sustainability and we actively encourage and support staff to work in emerging global markets as a strategy to mitigate recessionary effects in the UK.



### Carbon Strategy:

- We measured our carbon footprint in 2009 in accordance with the Greenhouse Gas Protocol and declared our results to the Carbon Disclosure Project.
- We utilise electronic reports, marketing collateral and payslips to reduce paper usage and landfill.
- We introduced salary sacrifice schemes for cycle to work and season ticket loans to encourage staff to use public transport.



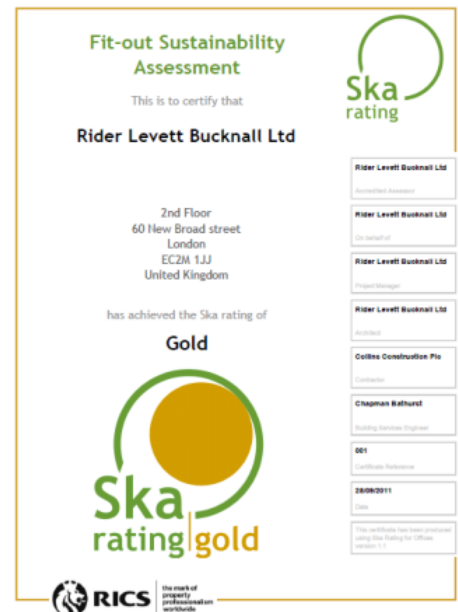


- We revised our vehicle allowance policy to financially incentivise staff to purchase a lower emission vehicle.
- We provide waste recycling centres for paper, plastic, cardboard, general waste and printer cartridges for all offices. A sustainable procurement exercise, resulting in a new specification for marketing materials and a new stationery supplier, also led to a saving of over £50k over three years.



### Sustainable Asset Management:

- Invested in video conferencing in 2008 which saved over 82,000 miles in travel, the equivalent of 19 tonnes of CO<sub>2</sub> and almost 1,650 travel hours in year one.
- We continually monitor the efficient space utilisation of our office environments and have a culture of flexible working through; co-location with our clients, home working, hot and warm-desking and flexible meeting space.
- Controls on our heating, cooling and lighting systems ensure optimum use of energy in our office environments.
- In 2011 we moved to a new London office location and achieved a 'Gold' RICS Ska Rating for our sustainable fit out. This incorporates flexible office space, new infrastructure, waste management, improved energy efficiency and improved facilities. Best practice will be rolled out to other offices.



**“Most businesses have yet to grasp the importance and opportunities of taking on board environmental and wider sustainability issues but Rider Levett Bucknall has done just that and is forging ahead with its “responsibility programme.”**

Fiona Nicholls, Managing Partner at Sustainable Change Co-operative