



Impact Report





“Welcome to Trident’s first Impact Report”

Dan Roe
Managing Director

"It is an important step on our journey as an employee owned, B Corp certified business."

"Reflecting on how our values really do shape us, showing up in our approach to one another, our client work and the contribution we make to the world around us, gives me pause for thought.

It confirms that together we're building something special here at Trident as we deliver on our purpose of conserving and enhancing the built environment in ways that protect and improve the health of people and the planet. I'm proud to share this report, highlighting some of the ways our team is making a difference in and beyond the property and construction sector as we make progress against that ambition.

Working in the built environment, we constantly consider the relationship between people, place and planet. So, it's natural that we recognise success in terms that are broader than just financial, factoring in the impact we have on all our stakeholders.

While this is our 2025/26 report, as our first one, we are taking the opportunity to consider our progress since becoming an Employee Ownership Trust (EOT) in 2022. This monumental development has defined our strategy during the last four years.

I cannot over-emphasise the pivotal nature of putting our team in the driving seat of the business.

Shared ownership has been energising for us, both commercially and culturally. A diversity of ideas from within our team, and collectively

made decisions, are behind critical business developments. This includes our investment in expertise throughout the UK's cities and regions, to developing new service lines and capabilities that benefit our clients, as well as supporting charities whose ambitions align with our people's values.

Achieving B Corp certification in 2024 was another significant step forward. The process encouraged us to challenge ourselves, embed stronger governance and accountability, ensuring that the actions we take day-to-day support us to make a positive impact alongside generating commercial success.

None of this progress would be possible without our people. Team Trident's expertise, enthusiasm and commitment underpin the trusted relationships we have built with our clients. These partnerships enable us to create solutions that deliver meaningful outcomes, often balancing business realities with environmental responsibility and social value.

This report also represents a fresh starting point.

The challenges facing our sector, from climate resilience to social inclusion, require sustained effort and collective action. So, while we are proud of what has been achieved, we recognise that impact is a journey of continual learning and improvement. We look ahead to collaboration - with each other, with our clients and with our wider community - to create lasting positive change."

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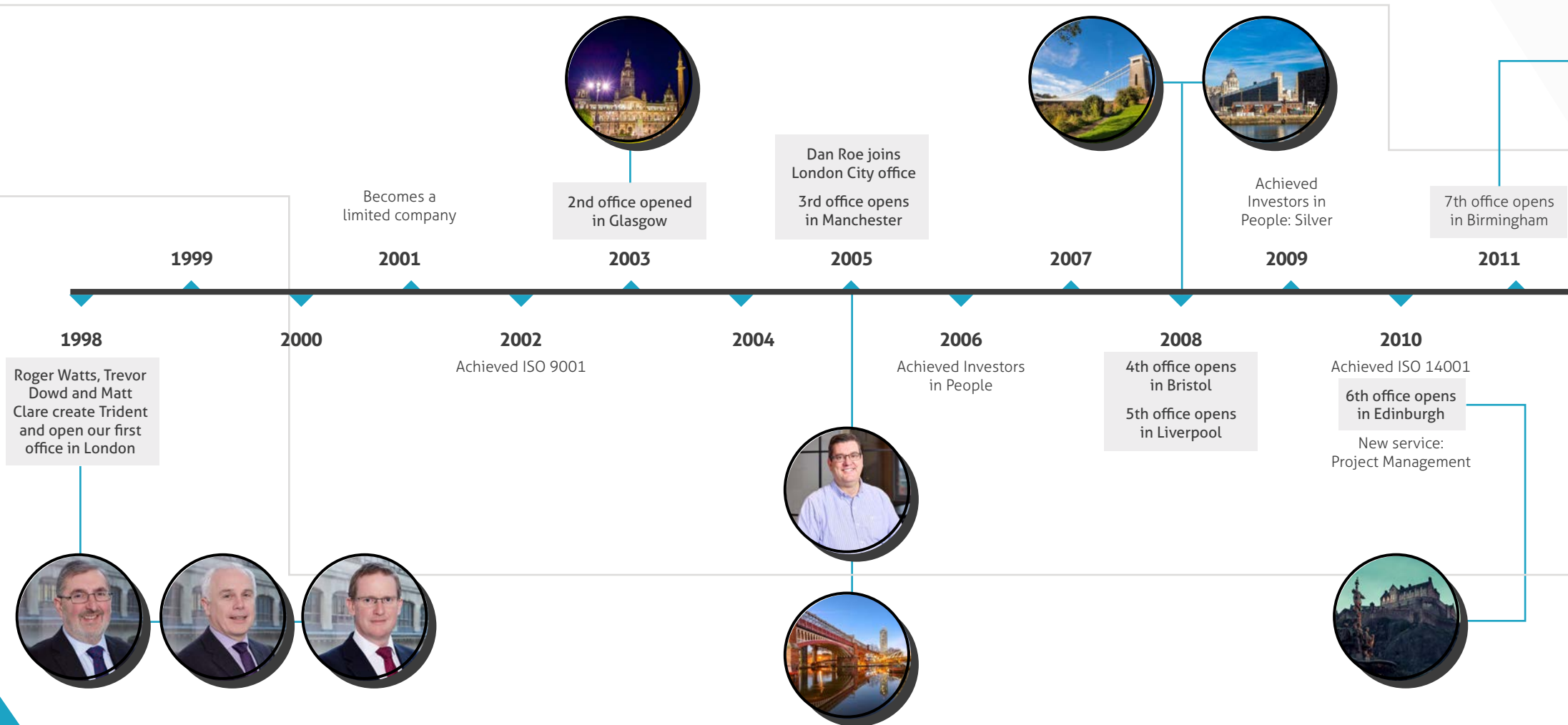
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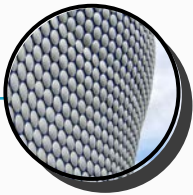
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Timeline of Trident history





2012

8th office
opens in Leeds

2013

60 staff
employed

2014

2015

Achieved Investors
in People: Silver

2016

89 staff
employed office

2017

Rebranded

2018

Celebrates 20 years
Awarded Property
Week best place
to work

2019

2020

2021

Sponsors Tour
de LandAid

2022

Becomes
employee owned

2023

Becomes a LandAid
foundation partner

Achieved Investors
in People: Gold

Partners with
PREACH Inclusion

2024

Becomes
B Corp certified
Recognised in The
Sunday Times Best
Places to Work

2025

Awarded again,
The Sunday Times
Best Places to Work

Launch
Sustainability and
Building and Fire
Safety offering.

Building: Top 150
Consultants



Why Employee Owned

We're proud to have developed a team who feel a strong sense of belonging and shared purpose. This strengthens our ability to make a difference for our clients.

Our team's connectedness has been underpinned by shared ownership of the business, since we transitioned into an Employee Ownership Trust (EOT) in 2022.

We've always recognised our people as a key stakeholder group and our greatest asset. Becoming an EOT demonstrated that - empowering our 90+ colleagues to determine the business' evolution and enabling them to share in its success.

The impact has been tangible. A network of 11 colleague-led committees now shapes decision-making across areas including ESG, inclusion and business operations. Participation is encouraged, aligning individual values with our collective ambitions.

Strategic and investment priorities are approached collaboratively, through a long-term lens. The results are game-changing, including growth across our regional office network and the creation of our Sustainability Service.

Employee ownership also strengthens the client relationships we prize so highly. Our teams are invested in the work they deliver, fostering continuity, accountability and a collaborative mindset. Clients benefit from motivated experts, low staff turnover and the reassurance of partnering with a business driven by shared responsibility.

External recognition is following. The cultural progress accelerated by our EOT model has contributed to our inclusion in the prestigious Sunday Times Best Places to Work listing and to our numerous award successes.





We encourage our people to lead on innovation

Tom Hardy, Chartered Building Surveyor in our Leeds office, was supported to develop his idea for a new drone service. He explains:

"Having noticed increasing outsourced drone survey costs, I did some analysis that showed advantages for both Trident and our clients of delivering this service inhouse.

"It took a good deal of research and learning, but now I'm pleased to have a leading role in our own drone provision. By managing it ourselves, our drone capabilities now align better with project goals, and give faster and more accurate results."



Supporting professional development that benefits our clients

Ashlee Rushmer-Wells, Chartered Senior Project Manager in our London office, wanted to take the BREEAM assessor course to better understand the complexities of assessing and verifying the performance of buildings against BREEAM sustainability standards.

She says:

"After I proposed undertaking the course, Trident supported me by covering the costs and providing time to attend and prepare for the exams. This has enabled me to develop sustainability knowledge that I can now apply to support our clients in meeting their goals."



The employee ownership difference

Lloyd Anderson, Associate Director, in our Edinburgh office appreciates the changes at Trident since we became an Employee Ownership Trust (EOT).

Lloyd started his career at Trident in 2011, before gaining experience elsewhere in the industry. When he returned to us as an EOT in 2023, he says the difference was remarkable:

"The key change is hard to pin down to any one initiative, but it is a noticeable feeling that we are all part of one team, pulling together. Having spent time in other firms, I can say with certainty that the people and culture here now make it the best place I have worked."



Our B Corp Journey

Our commitment to being a company that is good for our people, society and the environment, was increasingly and clearly articulated after we became an Employee Ownership Trust in 2022.

B Corp accreditation became a must-win goal for our values-driven business. The ethos of making a positive impact and considering the value of a business in broader terms than financial, really aligned with our ambitions.

The process both supported and challenged us. The effort touched almost everyone in the business as we came together to achieve this shared worthwhile aim.

The rigorous accreditation process assesses company performance through five criteria:

- Governance
- Workers
- Community
- Environment
- Customers

To achieve B Corp status, companies must score 80 points or more across these assessment criteria.

We far exceeded this, certifying as a B Corp with a score of 101.1, virtually double the typical UK business score of 50.9.

We take pride in joining the ranks of the most impactful businesses in the world - there are only 1,700 B Corps in the UK and 8,000 globally.

This report will share more details on the specifics behind our journey but some of the headlines are:

- Employee owned since 2022
- 1500+ CSR hours in past 12 months
- 11 committees, promoting employee engagement in decision-making
- Partner of PREACH inclusion since 2023
- Using Perkbox for employee reward and recognition
- LandAid Partner since 2023

Nonetheless, accreditation was just the start. Our engaged team are already striving for even greater impact.

Certified



Certified



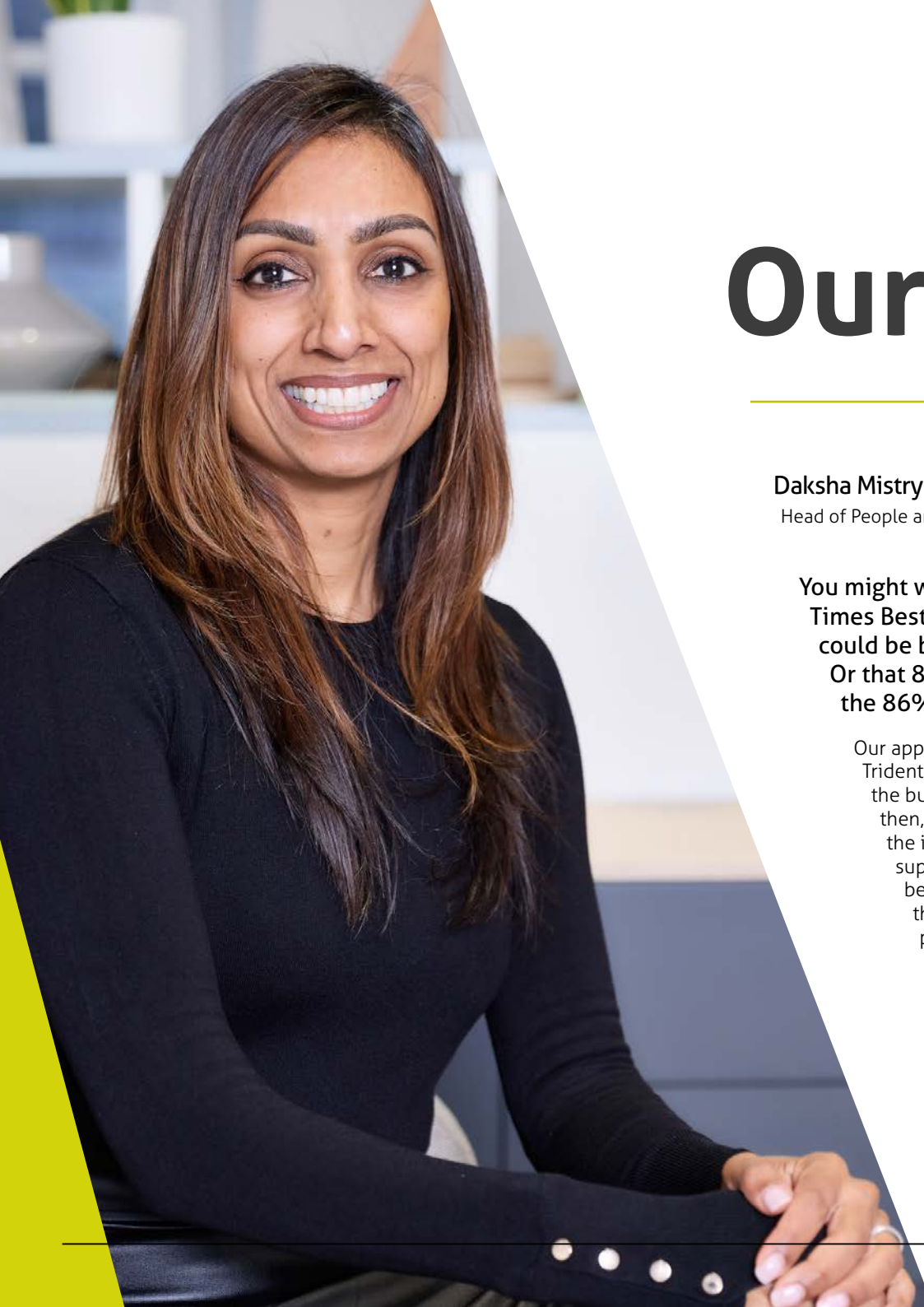
Corporation

We are proud to meet
high standards of
environmental and social
performance

Find out how we are reinventing business at [bcorporation.org](#)

Certified in 2024



A portrait of Daksha Mistry, a woman with long brown hair, smiling. She is wearing a black long-sleeved top. The background is a blurred office setting. The image is partially obscured by a yellow geometric shape on the left side of the slide.

Our People

Daksha Mistry

Head of People and Culture

You might wonder why we've appeared in The Sunday Times Best Places to Work list for the past two years. It could be because 90% of our people feel empowered. Or that 87% enjoy strong job satisfaction. Perhaps it's the 86% who feel recognised and rewarded.

Our approach to people is rooted in the value we place on Team Trident. In 2022, we encouraged colleagues to take a stake in the business, becoming an Employee Ownership Trust. Since then, our people have played an even greater role in shaping the initiatives we invest in to strengthen our culture and support everyone to thrive, from training programmes to benefit enhancements. We share our success, and reward the loyalty that enables us to build and nurture lasting partnerships with our clients.





Team spirit

Vanessa Dacre, Finance Manager in our Liverpool office, values spending time with colleagues outside of the usual working routines.

She explains:

"How many businesses have their own Day?! It's fantastic to step away from business-as-usual, and celebrate Trident Day each year. We all get together to consider future plans before bonding over a challenge and some socialising. We also discover new team strengths on office volunteering days and charity challenges."



The appeal of our values

Robin Wyatt, Building Surveyor at our Glasgow office, was keen to join a business with values that mirrored his:

"I looked carefully for the right firm to start my career with. Not many businesses are either employee owned or B Corp certified so it was a unique opportunity to be invited to become part of the team here, where both are big parts of Trident's identity."

"A year on, I'm pleased to say that the culture here is everything I'd hoped. I feel valued and good about being part of a team that does great work in terms of the day job as well as recognising how, together, we can make a bigger difference, from our charity work to our focus on sustainability."





INVESTORS
IN PEOPLE

Trident Building Consultancy Limited
has achieved
We invest in people Gold

A part of our community since 2008

Our Benefits



Pay



Leave



Health and Wellbeing



The Extras

Competitive salary	25 days of annual leave	Zhoosh – wellbeing benefits	External career development guidance
Employee Owner profit share scheme	Additional festive break	Perkbox – wellness support	Perkbox – employee benefits
Car allowance	Flexible holiday options	Wellbeing-focused training	Employee engagement surveys
Life insurance	Generous family-focused policies	Private healthcare	Professional memberships and management training
Contributory pension scheme	Annual volunteering day	Discounted gym membership	Social events
	Long service sabbatical	Charitable giving opportunities	Agile working
		Cycle to work scheme	Learning and development support
			Electric car scheme
			Mental health support

Our Governance

Strengthening our governance across operational processes, risk management and reporting structures reflects our commitment to evolving our decision-making, oversight and transparency to support sustainable growth.

There's been an expansion and restructure of our leadership team, putting our strongest leaders in the right positions. This has included the creation and filling of a Head of Operations role, with responsibility for governance matters.

Our vision and purpose statement has been updated, to align better with our culture, specifically the values of our employee ownership team. We've also taken steps to share financial information with our people through informative reports.

The appraisal process has been strengthened, with quarterly FACT-based appraisals and upwards appraisals for a full feedback loop.

Also helping to give everyone a voice, are regular engagement surveys, encouraging honest feedback, and an anonymous suggestion box. These communication tools are underpinned by 11 committees, covering all parts of the business. Everyone is encouraged to join one that interests them.

Finally, systems audits have been completed and ISO certifications retained, evidencing robust operational controls and compliance frameworks.

The Facts:

Quality-led growth

- Consistently high standards across our services generate success

Innovative service

- Systems nurture innovation in service delivery, driving continuous improvement

Embedded sustainability

- Environmental responsibility spans client projects and internal practices





Darron Owen, Head of Operations:

"Strong governance is how we protect what matters - our people, projects and clients. Our robust systems, clear accountability and effective risk management ensure we are structured in a way that supports the sustainable growth we are achieving by delivering on our purpose and values, whilst partnering with our clients to enhance the built environment for years to come."



Our Communities

Supporting our communities is a core part of who we are. Over the past year, our people have contributed more than 500 hours and raised £15k for community initiatives and charitable causes.

Our primary charitable partner is LandAid, the property industry charity which tackles youth homelessness. We are proud to have been recognised as a 'Commitment Partner', having raised £10k+ through a collective team effort, spanning sponsorship of and participation in large scale fundraisers including 'Tour de LandAid' and a padel tournament in London, plus SleepOuts.

Across the UK numerous charitable events are supported by our teams who you'll find walking, quizzing and even dragon boat racing, in the name of fundraising.

Our annual volunteering days also enable each office to partner with a local charity,

with activities ranging from hedge building and canalside clean-ups, to laying stones in a therapy centre garden.

We are also committed to strengthening social inclusion within our profession. By visiting schools, attending careers events and offering work experience, as well as our support for university placements, we aim to inspire the next generation of surveyors from diverse backgrounds.

We aren't just about buildings, our work is informed by the people in, around and working on the properties we contribute to. These stakeholders are part of our community, and we are pleased to support them.



Hannah Tottie, Marketing Executive:

"Our colleagues chose LandAid as our charity partner because we believe its mission is vital - ensuring life changing services are delivered for the 130,000+ young people in the UK experiencing homelessness.

The annual SleepOut fundraiser is particularly thought provoking. As a business that creates buildings designed to provide safety and quality of life, it is a stark reminder that some people start adulthood without the secure foundation provided by a safe place to call home.

Helping young people access the stability and opportunities they need to thrive, allows us to make a meaningful difference in line with our values."



Our Clients

Working in partnership with our clients is vital to delivering on our purpose - conserving and enhancing the built environment in ways that support the health of people and the planet.

We build strong, lasting relationships by taking the time to understand each client's priorities, ambitions and challenges. From developers and landlords to funders and investors, our surveyors and project managers work closely with clients to create bespoke solutions that reflect the unique nature of every project and asset.

This collective approach is behind our impactful results while ensuring our values - from proactivity and innovation to openness and collaboration - are truly felt by clients.

We are privileged to be entrusted with valuable assets. By delivering on our commitments, listening carefully and responding thoughtfully, we aim to earn and sustain that trust over the long term.

- Our clients feel supported through change, with professional training available on key industry topics.
- We continually evolve how we work to make our clients' lives easier.
- By raising the profile of projects, we celebrate our clients' success stories.
- Together with our clients, we shape sustainable solutions that create long-term value.





**Scott Young,
Head of Business Development :**

"At the heart of the trusted, long-term relationships we build is open dialogue. By fostering the rapport of honest partnerships, clients feel comfortable sharing feedback, enabling us to improve. This insight shapes the direction of our business, influencing both what we do and how we do it."



Our Environment

We are embedding sustainability into everything we do so that we can help our clients deliver resilient assets in flourishing environments.

Guided by our commitment to environmental and social responsibility, we continue to strengthen our sustainability practices. Key milestones include achieving ISO certification, joining the UK Green Building Council, measuring our carbon footprint, and setting ambitious, science-based net-zero targets.

We have also established a sustainability service within our commercial offering, reinforcing our role in supporting the construction sector's transition to net zero.

By optimising our operations and sharing our expertise with clients, we are striving to protect the built environment from climate risk and minimise the sector's environmental impact.



**Darren Berman,
Head of Sustainability:**

"We are committed to supporting the construction and property sectors in shaping a sustainable, inclusive and resilient built environment.

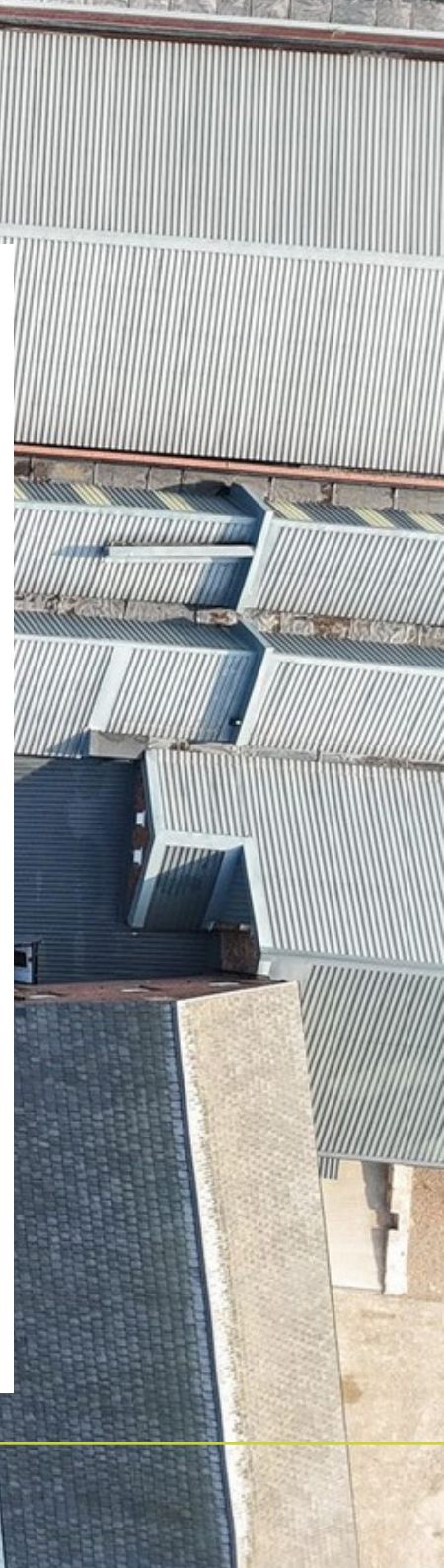
After all doing business sustainably is not only effective in the long term but effective climate management.

By working towards net zero carbon emissions in our own operations by 2040 and helping clients to make impactful progress on their sustainability journey, we aim to deliver lasting environmental and social value."

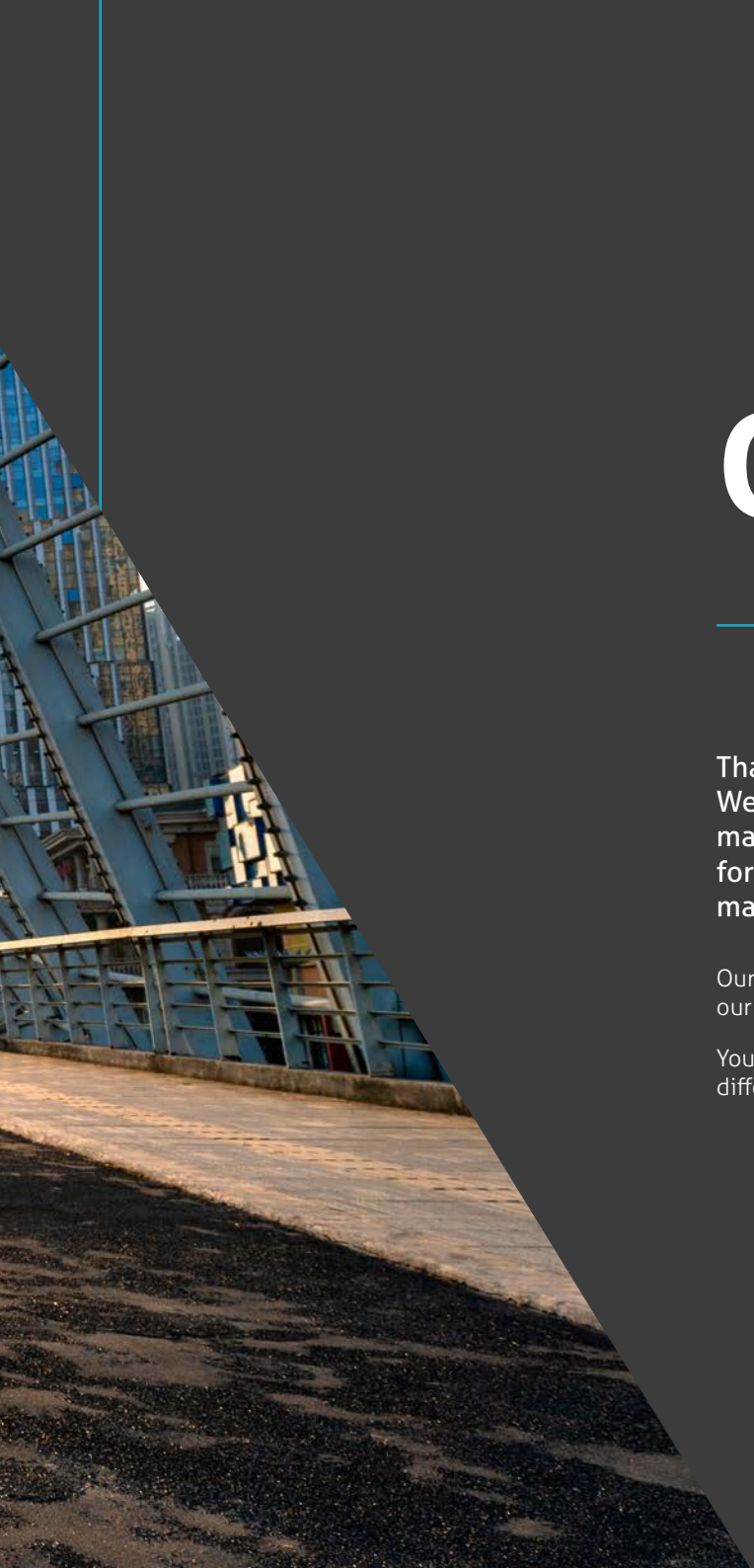


So what might we (INITIALLY) focus on:

Our People & Operations	Our Clients	Our Communities	Our Industry
We will empower our employee owners, deliver on our net zero commitments and continually improve on our B Corp rating	Every project we work on will have a net zero pathway, be climate resilient and will make a positive social impact	We will create social value through employee driven community investment, and influencing supply chains	We will support our industry to unlock capital, address barriers and drive the transition to net zero
• Net Zero Carbon by 2030 • B Corp Continuous Improvement • Deliver on our ambitious inclusion & equity target	• Embedding: Training & support to enhance existing services • Integrating Sustainability Services into every project and every client	• Measure and optimise social value through supply chains • Strategic volunteering goal	• Thought leadership & CPD series • Unlocking net zero investment industry group







Our Future

Thank you for taking the time to read our report. We hope it's given you a clear sense of how we're making an impact, and the foundations we've built for what comes next. After all, the progress we're making today is what sets the direction for tomorrow.

Our employee-owners are already focused on the future, translating our purpose into action with every decision and project.

You'll find us shaping the built environment and making a positive difference to all of Trident's stakeholders.



Impact Report

If you are interested in learning
more about us, get in touch.



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