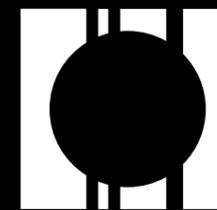


2024

Impact Report



KJ Tait

Closing the performance
gap in buildings



A MESSAGE FROM OUR SUSTAINABILITY DIRECTOR

As the Sustainability Director at KJ Tait, I am pleased to present our yearly Impact Report for 2024. This report highlights our commitment to sustainability, transparency, and social responsibility. This year, we achieved B Corp accreditation with an impressive score of 101.2 points, far above the 80 points required. B Corp certification confirms our dedication to high standards in governance, workers, community, and the environment. It demonstrates our mission to drive positive change within the industry.

We have seen an increase in recorded carbon emissions. This rise is due to a combination of better data collection and an expanded team. The improved accuracy helps us understand our impact and refine our strategies for reducing emissions for the year ahead.

On the social front, we made substantial contributions. We have promoted STEM education, engaged with universities, and provided pro-bono advice at Woodlands Hospice to reduce their energy demand. These efforts aim to inspire and equip future leaders with the knowledge and skills for sustainable development.

We have also contributed significantly to sustainable design through our work. We remain advocates of certifications such as BREEAM and NABERS Design for Performance. Additionally, we have created bespoke Sustainability Champion frameworks for our laboratory projects, encouraging teams to champion sustainability within their projects.

As you read this report, you will find detailed accounts of our projects, initiatives, and progress in advancing our ESG goals. We remain dedicated to creating a positive difference in the built environment and beyond.

Thank you for your continued support and engagement.

Paul Miller

Sustainability Director

ABOUT US

KJ Tait is a leader in sustainable engineering, dedicated to making buildings work better for their owners, occupants and the environment.

KJ Tait has been at the forefront of mechanical and electrical engineering design for over 50 years. With offices located throughout the UK in Aberdeen, Cambridge, Edinburgh, Glasgow, London and Manchester we are dedicated to making buildings work better for their owners, occupants and the environment.

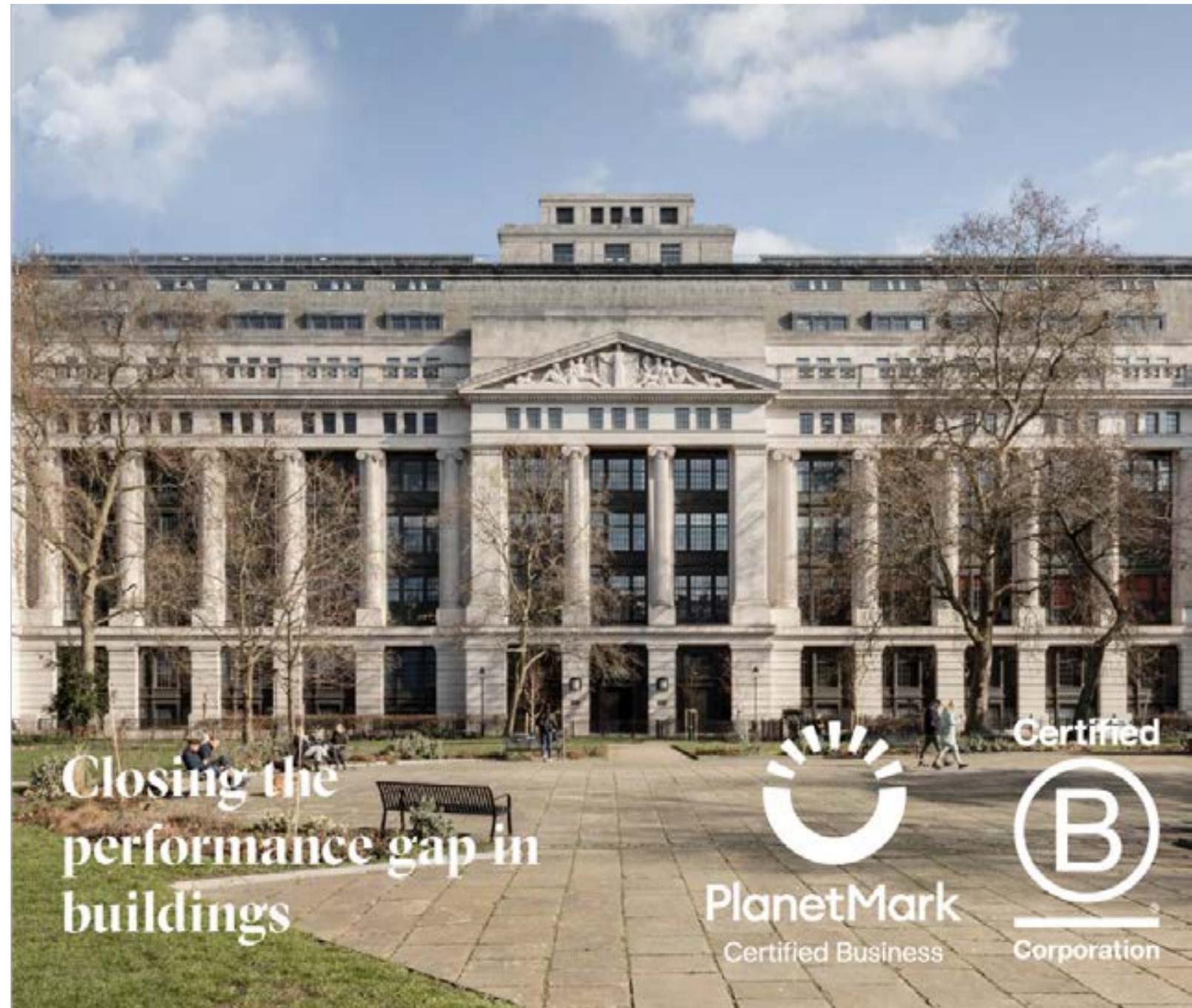
Our mission is to close the performance gap between the intended design and the actual operational performance of buildings. We achieve this through a collaborative working environment that integrates our design, sustainability and facilities departments. This ensures that sustainability is embedded in our engineering design and implemented effectively by our Facilities Team.

In 2024, we achieved B Corp certification with an overall score of 101.2. This certification was the result of a dedicated team within the business to review and update our company policies to ensure they align with the B Corp ethos.

At KJ Tait, we believe in the power of collaboration and innovation to create sustainable solutions that benefit our Clients and the communities we serve. Our work spans a broad spectrum of buildings, from laboratories and offices to schools, always aiming to enhance energy efficiency and sustainability.

We continue to support educational initiatives, such as our ongoing relationship with Heriot-Watt University in Edinburgh, where we mentor students in the development of mechanical and electrical designs for multipurpose buildings, emphasising emerging energy efficient solutions.

Through our commitment to excellence and sustainability, KJ Tait remains a leader in the engineering industry, dedicated to making a positive impact on the built environment.



Our Vision

Is to plan for a better future, and capture the reality we want to create.

Engineer better buildings through innovation and technology

Our Mission

Is the commitment we make on delivering our purpose of closing the performance gap in buildings. In order to achieve this, we must:

- Continuously improve the way we collaborate and deliver a fully integrated design service
- Stay ahead of the technology curve, learning through experience and to continually upskill ourselves
- Share knowledge and expertise with our Clients to move the industry forward a promote a change

Our B Corp Certification

KJ Tait is proud that we achieved B Corp certification in 2024 with an impressive overall score of 101.2 points, significantly surpassing the 80 points required for certification. This milestone reflects our commitment to high standards of social and environmental performance, accountability and transparency.

What is B Corp?

B Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors ranging from employee benefits and charitable giving to supply chain practices and input materials. Certified B Corporations are leaders in the global movement for an inclusive, equitable and regenerative economy. Unlike other certifications for businesses, B Corp Certification is holistic and not exclusively focused on a single social or environmental issue. The process to achieve and maintain certification is rigorous and requires engaging teams and departments across the Company.

To achieve B Corp certification, a company must:

- Demonstrate high social and environmental performance by achieving a B Impact Assessment score of 80 or above and passing a risk review.
- Make a legal commitment by changing their corporate governance structure to be accountable to all Stakeholders, not just Shareholders.
- Exhibit transparency by allowing information about their performance measured against B Lab's standards to be publicly available on their B Corp profile.

KJ Tait's Journey to B Corp

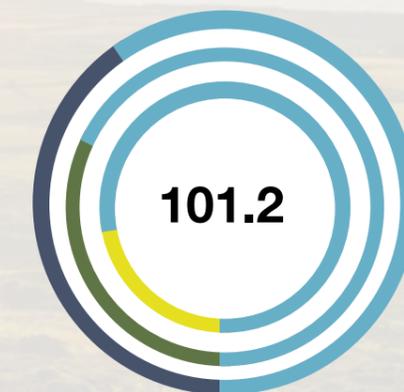
Over the past 18 months, KJ Tait has been enhancing our business practices to reflect the holistic approach required for B Corp certification. This includes improvements in five key areas: Governance, Workers, Community, Environment and Customers.

Achieving B Corp certification confirms our dedication to driving positive change within our industry and beyond. We are excited to continue our journey towards sustainability and social responsibility, setting a benchmark for others to follow.

Our score breakdown by theme



Overall B Impact Score



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

Our Verified Carbon Emissions

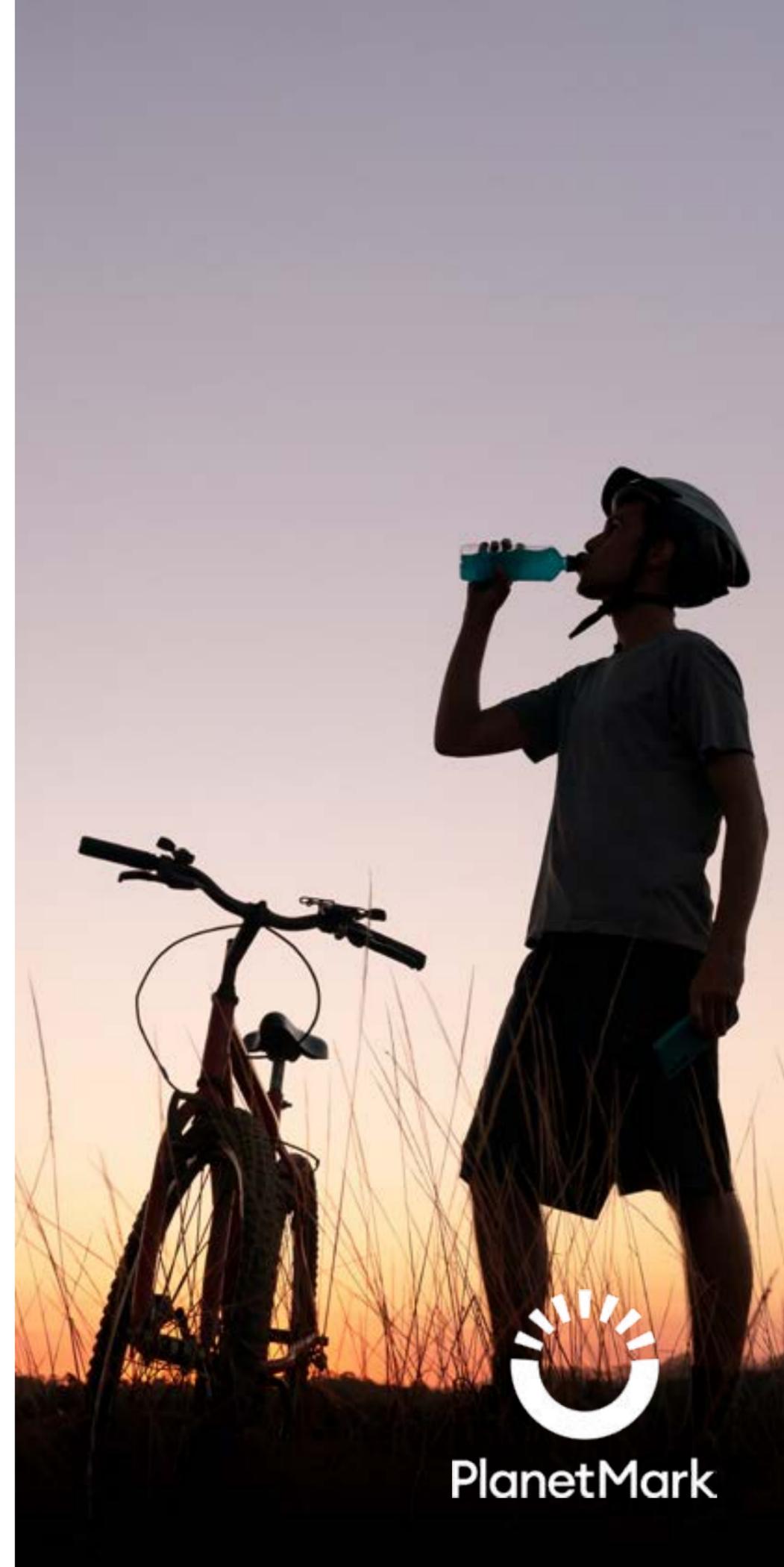
Our carbon emissions from 2024 have been submitted to Planet Mark for verification. Our emissions include our offices and business travel.

Planet Mark is an internationally recognised leader in net zero certification, with over 12 years of experience in helping organisations of all sizes to reduce emissions, secure net zero targets, and generate long-term business value.

We have been measuring our carbon emissions for a number of years with our ISO14001 accreditation requiring that we monitor and assess the carbon emissions we produce for our business operations. Last year was our first year of submission to Planet Mark for verification and certification. This found that heating our offices and business travel through use of airplanes constituted our biggest areas of carbon emittance. For 2023, we identified areas where our data was incomplete. For example, Employee business travel through our expenses system was not being recorded accurately. We have changed our procedures for this and now have confidence that all emissions associated with this area are being recorded.

This change to our procedure has resulted in an increase in our business travel emissions from 32.2tCO₂e in 2023 to 39.2tCO₂e in 2024. Our carbon emissions associated with our offices has also increased from 35.9tCO₂e in 2023 to 43.2tCO₂e in 2024. These factors have led to an overall increase in carbon emissions from 68.6tCO₂e in 2023 to 83.1tCO₂e, a 14.5tCO₂e increase.

Over 2024, we have seen an increase in the number of Staff employed in the business. This has resulted in an increase in emissions per Employee from 0.8tCO₂e/employee to 0.9tCO₂e/employee.



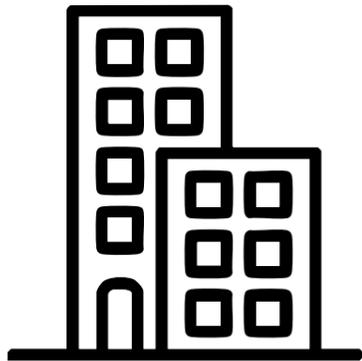
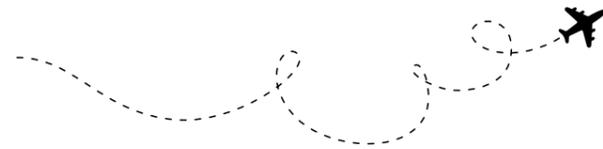
PlanetMark

Measured Carbon Footprint by Scope

83.1
tCO₂e measured
emissions

Measured emissions equivalent to
49 flights from London to New York

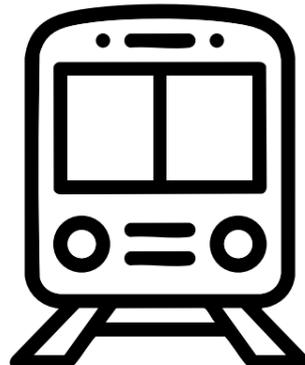
0.9
tCO₂e per employee



Buildings

43.2 tCO₂e

Used enough
electricity to power
21 UK homes for one
year



Travel

39.2 tCO₂e

Travelled 7 times
around the world



Waste

0.5 tCO₂e

Produced waste that
weighs the same as
0.2 London buses



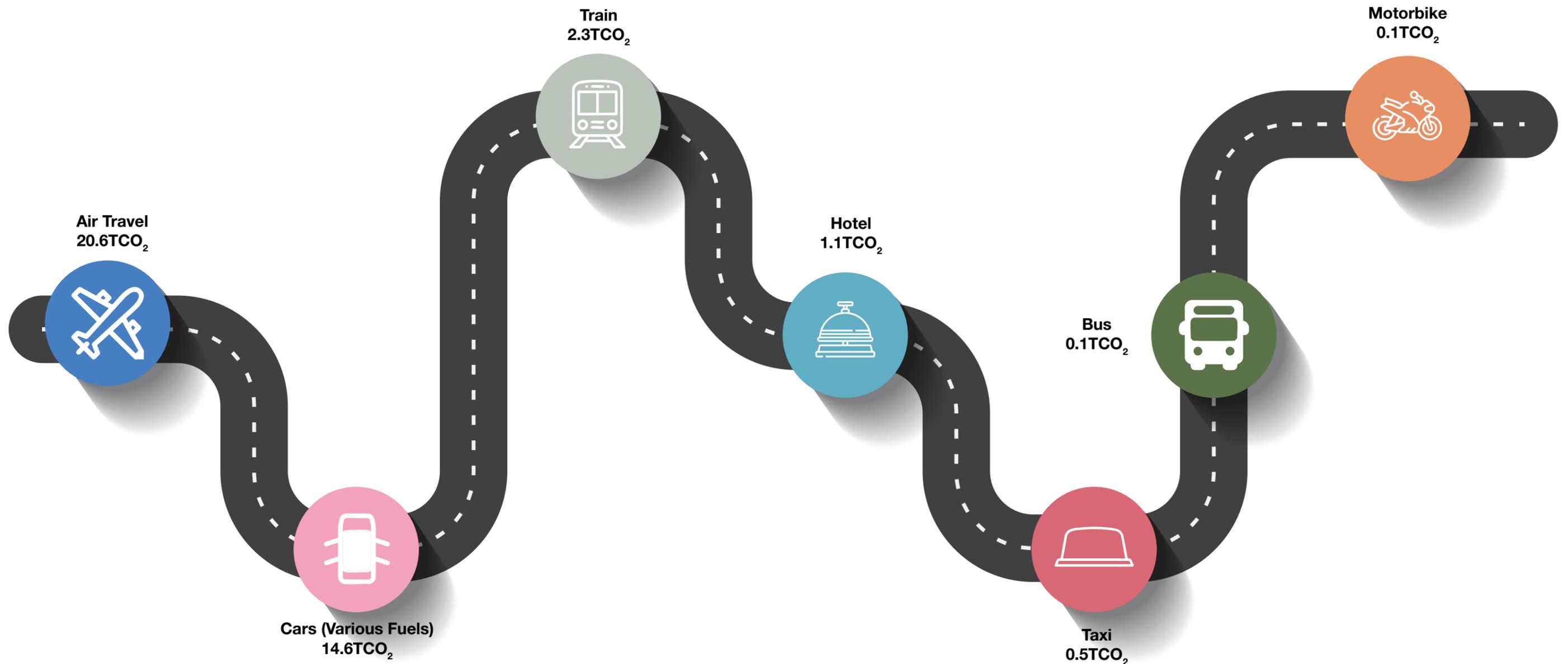
Water

0.3 tCO₂e

35 litres per
employee per day

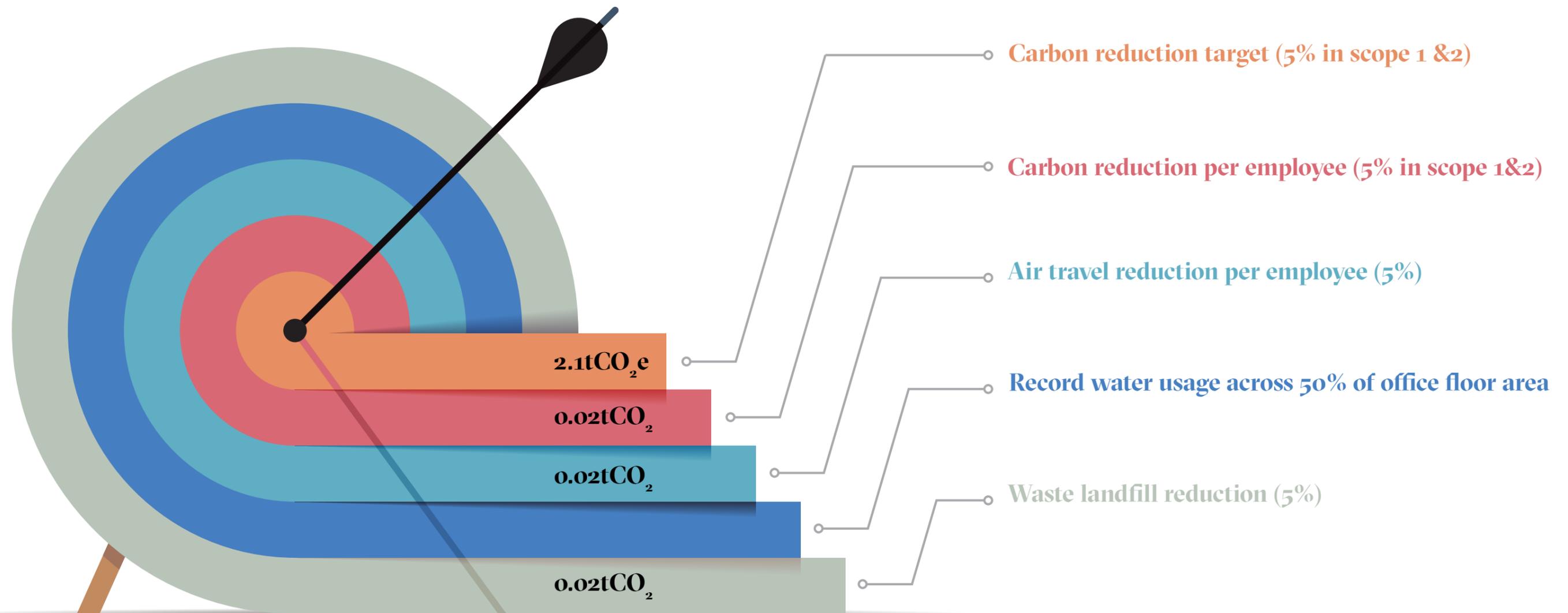
Business Travel

We improved our business travel recording in 2024 with a more robust method of expenses tracking. This has led to an increase in emissions. Our emissions for business travel has been verified at 39TCO₂e. Air travel remains our biggest source of business travel emissions.

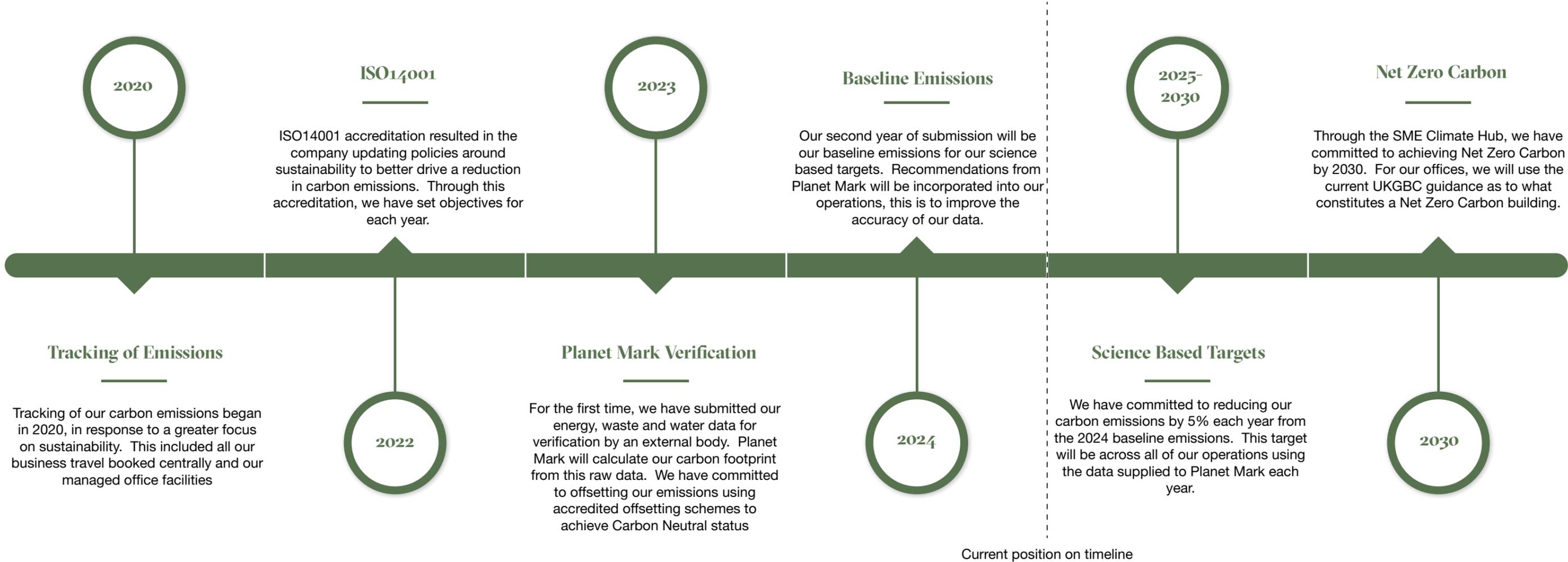


Science Based Targets

Our Science Based Targets for the coming year have been set by Planet Mark and represent realistic targets for what can be achieved across our carbon emissions and our waste. For water, we have set our own target to better track our usage by fitting water meters within our Edinburgh and Glasgow offices.



Out Timeline to Net Zero Carbon



Carbon Offsetting

We asked our Staff which projects they wanted to support to offset our carbon emissions across our business operations for 2024.

The Gold Standard is a globally recognised certification for high-quality carbon offset projects. Established in 2003, it ensures that offset initiatives deliver verified greenhouse gas emissions reduction whilst also contributing to broader sustainable development goals such as improving local livelihoods and preserving biodiversity.

The Gold Standard logo features the word "Gold" in white with a teal square on the left side of the letter 'G', followed by the word "Standard" in white. A registered trademark symbol (®) is located at the top right of the word "Standard".

Gold Standard[®]

Climate Security & Sustainable Development

The background of the right side of the slide is a photograph of a mountain landscape. It shows a steep, rocky slope covered with sparse green and brown vegetation, leading up to a peak under a bright blue sky with scattered white clouds. The bottom right corner shows the top of some evergreen trees.



This project focuses on Santander Ceramic Factory, a red ceramic industry situated in the Soacha municipality within the state of Cundinamarca, Colombia.

Santander specialises in the production of ceramic bricks, primarily destined for the regional market in the metropolitan area of Bogotá.

The project mitigates the adverse effects associated with coal usage, a contributor to greenhouse gas emissions and climate change and a common practice in the region.

A large amount of coal is burned in traditional kilns as common practice in Colombian ceramic factories and Santander is the only factory out of 50 in the region using renewable biomass.

In contrast to the established baseline, the project optimises thermal energy by utilising biomass residues-sawdust, wood residues, and pulp and paper sludge as the primary fuel source for ceramic kilns, replacing reliance on fossil fuels, particularly coal.

This project activity reduces 26,136 tCO₂/year through the substitution of coal for renewable biomasses to generate thermal energy.

As the first Gold Standard-certified project in Colombia, Santander Ceramic emphasises its commitment to sustainability and adherence to the highest international standards in carbon reduction and environmental responsibility.

The project positively benefits the local community with:

- Reforestation initiatives: by setting up and maintaining its own nursery, the community can grow native trees and plants, contributing to the restoration of local ecosystems and the preservation of the biodiversity;
- Donation of bricks and other construction materials to a local school from the village of Fuzunga;
- The project assists stray dogs from the region, as there is no rescue initiative or shelter in the region.

21tCO₂ offset

£228

Santander and Las Tapias Renewable Energy Project

Water is Life, Madagascar



Over 2 billion people worldwide lack access to safe water, and approximately 485,000 diarrhea-related deaths in low and middle income countries are attributable to unsafe water consumption each year. Notably, Madagascar is at the bottom of the list of 76 developing countries with the lowest access to basic sanitation and is facing a severe water crisis given its extreme vulnerability to the impacts of the climate crisis and weather shocks, such as evidence of recent cyclones.

Access to basic water and sanitation services in Madagascar suffers from serious inequalities and low-quality services. 54.4% of the population has access to basic water services and only 12.3% of the population has access to basic sanitation. While 82% of urban residents have access to clean water, in rural villages this percentage drops to 34%.

Over 2,100 children a year die from diarrhea due to poor water quality. Families living in isolated villages do not have access to drinking water. The wells are contaminated with bacteria and viruses and those who drink that water expose themselves to diseases. Most have no alternative to drinking the contaminated water unless the water is boiled. The scarcity of water also makes agriculture and livestock farming very difficult.

For these reasons Aid4Mada launched the WATER IS LIFE project in 2018 which involved the construction of 10 manual pump wells and 19 solar energy-powered water systems. Completed between 2018 and 2022, these guarantee free and unlimited access to drinking water to over 80,000 people living in isolated rural communities without access to other safe water sources.

21tCO₂ offset

£311

Planting Biodiverse Forests in Panama



By sourcing timber from primary rainforest or harvesting large-scale monoculture plantation, the timber trade has significantly depleted tropical rainforests.

CO2OL Tropical Mix is looking to change that by introducing sustainable timber production while reforesting degraded pastureland with a mix of native tree species and teak. The resulting forests offer a natural habitat for native animals and plants, protect and enrich the soil, save and filter water and contribute to the mitigation of climate change.

The project, initially developed by Forest Finance and recently extended by the partner Sustainable Timber and Isla Cebaco, is based on a model that combines sustainable, high quality timber production with biodiversity protection and ecosystem restoration.

By planting a mix of cacao and native tree species in some areas, the project also enables sustainable cacao production.

21tCO₂ offset

£790



Fairtrade Project: Cookstoves for coffee farmers, Ethiopia

Deforestation and climate change are threatening the coffee sector in Ethiopia. Coffee is extremely sensitive to rising temperatures. An increase of just one degree already results in a loss of quality of the coffee beans, two degrees means a loss of productivity and at three degrees the coffee plant has difficulty surviving. If current trends continue, coffee could become a scarce commodity in the coming decades.

Small-scale farmers are particularly hit hard. Rapid deforestation in Ethiopia is leading to increasing drought. Coffee farmers (often women) that depend on the income that their land generates and are financially unable to bear the consequences of the changing climate.

In this project, nearly 6,000 households are benefitting from a more efficient cookstove, the Tikikil, for general use and a Mirt, for a flat round bread made of teff flour (Injera) to bake. The Tikikil replaces the much-used traditional way of cooking on an open fire. The participating households own the cookstoves and pay for these stoves partly in cash and partly with the CO2 credits that the use yields.

Cooking with the Tikikil and Mirt reduces the use of wood and CO2 emissions by 40%.

There is less smoke in the house and more time savings for women who need to collect less wood and can cook faster. In addition, coffee farmers are made more resistant to the consequences of climate change through the implementation of a Climate Academy. The academy promotes, among other things, Sustainable Agricultural Land Mechanisms (SALMS), such as promoting shade trees to protect the coffee plants from too much sun.

Project impacts and benefits:

Health

- Clean cooking prevents the inhalation of harmful smoke
- Less physical strain because less wood has to be collected for cooking

Climate and environment

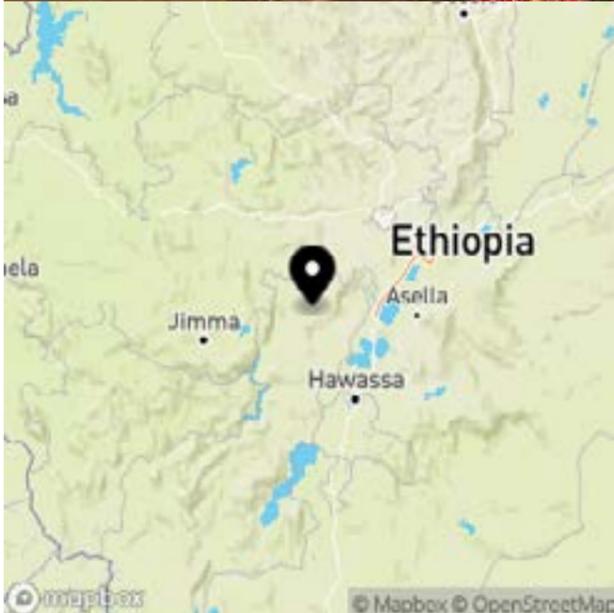
- Decrease in deforestation and improved biodiversity
- Decrease in CO2 emissions

Social

- Women can spend more time on family and education
- Women are less exposed to forms of harassment while collecting wood

21tCO₂ offset

£582



Our International Influence

Our commitment to sustainability and excellence drives us to align our work with global initiatives that promote a better future. This year, we are proud to announce our significant progress in achieving multiple UN Sustainable Development Goals (SDGs), demonstrating our dedication to creating a positive impact on society and the environment.

In the past year, we have successfully advanced towards eight | UN SDGs, demonstrating our commitment to sustainability and innovation. These have been achieved via our Planet Mark certification and our offsetting via Gold Standard.

Goal 3: Good Health and Wellbeing: Ensuring healthy lives and promote wellbeing for all, at all ages. This goal aims to reduce maternal mortality, end epidemics, and provide universal health coverage.

Goal 6: Clean Water and Sanitation: Ensuring availability and sustainable management of water and sanitation for all. This goal focuses on providing access to safe and affordable drinking water, improving water quality, and promoting efficient water use.

Goal 7: Affordable and Clean Energy: Ensuring access to affordable, reliable, sustainable, and modern energy for all. This goal aims to increase the share of renewable energy, improve energy efficiency, and expand infrastructure for sustainable energy.

Goal 8: Decent Work and Economic Growth: Promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. This goal focuses on economic growth, reducing unemployment, and improving work conditions.

Goal 11: Sustainable Cities and Communities: Make cities and human settlements inclusive, safe, resilient, and sustainable. This goal aims to improve urban planning and management, reduce environmental impacts, and provide access to safe and affordable housing and transportation.

Goal 12: Responsible Consumption and Production: Ensuring sustainable consumption and production patterns. This goal focuses on reducing waste, promoting resource efficiency, and encouraging sustainable practices across industries.

Goal 13: Climate Action: Taking urgent action to combat climate change and its impacts. This goal emphasises the need to strengthen resilience, reduce greenhouse gas emissions, and integrate climate change measures into policies and planning.

Goal 15: Life on Land: Protect, restore, and promote sustainable use of terrestrial ecosystems, manage forests sustainably, combat desertification, and halt and reverse land degradation and biodiversity loss. This goal aims to conserve natural habitats, restore ecosystems, and promote sustainable land use.



Our 2024 Numbers



Volunteering Hours

334



Industry Development
Hours

100



Charity Donations

£8,079



Charity Donations % of
Turnover

0.1%



HERIOT WATT UNIVERSITY

KJ Tait are continuing our relationship with Heriot-Watt University in Edinburgh, by supporting multiple courses designed to provide students with practical experience in applying their academic knowledge to real-world scenarios.

One such course is the Design Project, in which we serve as industry mentors to students. Our role includes guiding students in the development of Mechanical & Electrical (M&E) designs for a multipurpose building, with a particular emphasis on emerging energy-efficient solutions. This year's design project required the students to host a design exhibition to present their designs. As industry mentors KJ Tait were invited to attend this exhibition to help assess the presentations of students.

We engage with students regularly throughout their designs, offering support in design development, evaluating the implications of design choices, and promoting best practices in energy efficiency. Through this collaboration, we aim to enhance students' understanding of sustainable building design and industry standards.



In addition to her work with LETI, Gabriela volunteers with the Chartered Institution of Building Services Engineers Young Engineers Network (CIBSE YEN) Committee. CIBSE YEN is a network designed to support young Engineers in the first ten years of their careers. It provides local and international support through regional centres and a global committee. The network aims to promote a positive image of building services engineering, encourage new thinking and knowledge exchange, and engage young engineers with professional institutions early in their careers.

Gabriela helps create and organise events that interest young building services engineers in London. Last year, she chaired and organised an event focused on Myth Busting Embodied Carbon. This event addressed industry issues and featured discussions with carefully selected panellists about the challenges faced in reducing embodied carbon within the industry.

CIBSE YEN & LETI

Based in our London office, Gabriela Amaya has been actively participating in various industry groups and dedicating her time to volunteer efforts to share knowledge and develop discussions on building performance and embodied carbon.

Gabriela is currently volunteering as an energy modeller with the Low Energy Transformation Initiative (LETI). LETI is an industry group of professionals committed

to reducing energy demand in buildings. upcoming Non-Domestic Retrofit Guide. This project involves adopting a new approach to setting targets and benchmarks. Gabriela is responsible for finalising the design specifications of a building by engaging with various industry representatives, including Architects, Structural Engineers, Developers, and other Mechanical, Electrical, and Plumbing (MEP) Engineers.





Launchpad Golf Day

Launchpad is a charity that provides housing and support to help veterans transition to civilian life.

Launchpad is a dedicated charity that provides vital support to veterans struggling with transitioning from military to civilian life. Established to address the unique challenges veterans face, Launchpad offers accommodation and comprehensive support services to help them build stable and fulfilling lives. With facilities in Newcastle, Liverpool, and Durham, the charity has created a safe and supportive environment where veterans can access the resources they need to regain their independence and confidence.

The charity's broad approach focuses on providing secure housing, mental health support, and opportunities for social integration and skill development. Veterans at Launchpad benefit from tailored support plans that include psychotherapy sessions, training, and employment assistance. The charity also organises a variety of activities such as gardening, hiking, cycling, and cooking, which help reduce isolation and improve mental wellbeing.

Through these efforts, Launchpad has successfully supported hundreds of veterans, with many moving on to independent living and securing employment.

One of our own staff members, Peter Bailey, a veteran himself, recently participated in Launchpad's Golf Day at the Vale of Llangollen in Wales. This event not only raised funds for the charity but also provided an opportunity for veterans and supporters to come together and enjoy a day of camaraderie and sport. Peter's involvement highlights the personal connection and

commitment that KJ Tait has towards supporting veterans and contributing to their successful reintegration into civilian life.

Launchpad's impact is profound, as evidenced by the positive outcomes for the veterans they support. By addressing both immediate needs and long-term goals, Launchpad ensures that veterans have the tools and resources necessary to thrive in their post-military lives. The charity's work aligns with our ESG goals at KJ Tait, demonstrating a commitment to social responsibility and community support.



The logo for LandAid SleepOut features a purple crescent moon icon to the left of the text. The word "LandAid" is in a bold, black sans-serif font, with the letter "i" in purple. Below it, the words "SleepOut" are in a similar bold, black sans-serif font.

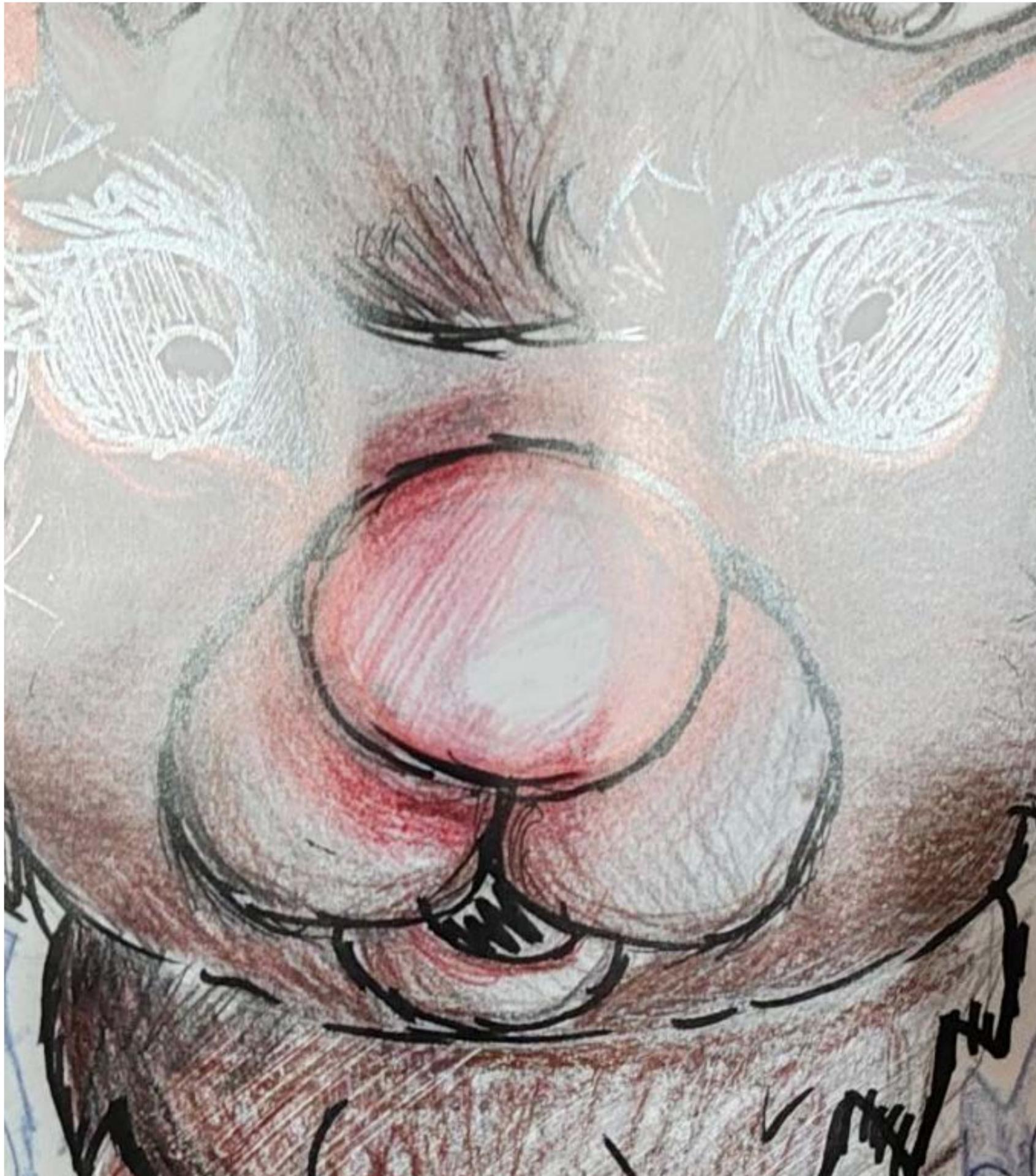
LandAid SleepOut

We sent a strong team of eight members of staff to participate in the Landaid SleepOut in Edinburgh and Manchester that raised a total of £4,664.

The LandAid SleepOut is an annual event where property and built environment professionals come together to spend a night sleeping outside to raise funds and awareness for youth homelessness. Participants brave the elements at various locations across the UK or from their own homes, experiencing a small glimpse of the harsh reality faced by thousands of young people every night. The event has grown significantly since its inception, with over 1,200 professionals taking part in 2024, raising substantial funds to support projects that provide safe, secure housing and essential services for young people in need.

The importance of the LandAid SleepOut lies in its ability to unite the industry behind a common cause and make a tangible impact on youth homelessness. With youth homelessness at record levels, the funds raised through the SleepOut are crucial for supporting initiatives that offer accommodation and support to vulnerable young people. The event not only raises money but also fosters a sense of community and solidarity among participants, highlighting the urgent need to address this issue and providing a platform for meaningful change.





Spifox is dedicated to raising funds for children's charities in Scotland. The organisation focuses on supporting initiatives that improve the lives of disadvantaged children and young people. The funds raised by Spifox are used to purchase equipment and provide facilities that assist charities in better performing their functions of care and support.

This includes funding for essential items such as medical equipment, educational tools, and recreational facilities, which directly benefit the children and young adults in need.

For the Christmas carol concert and lunch in Edinburgh, KJ Tait invited our Clients across two tables and sponsored the interval performance by Abandoman. The afternoon raised a total of £284,000 for the charity.

Sports Sponsorship

We are delighted to have provided some sponsorship towards the 2018 Inverkeithing Hillfield Swifts Football Team in Fife so that they could get new football strips. The boys and girls currently train hard on a Wednesday evening for 5 a side tournaments on a Sunday at Pitreavie Sports Centre in Dunfermline.

The Inverkeithing Hillfield Swifts were founded in 1996 with a vision to provide local children the opportunity to play football in a fun and safe environment. Since then, the club has grown significantly, offering training and matches for over 350 members. They are a registered Scottish Charity and an SFA Legacy Quality Marked community football club. The Swifts actively engage in community events and programmes, inspiring young people to pursue their passion for football.

We also provided sponsorship for the TAPAT Intercolour Baseketball League. The league brings together the Filipino community closer together in Scotland. The name TAPAT is derived from the Filipino word meaning 'loyal' or 'faithful', this reflects the teams commitment and dedication to the sport and their community.



aberdeen

5k



We sent a team of nine to compete in the annual Aberdeen 5k run around Arthur Seat in Edinburgh. The route is particularly challenging with first 2.5km being uphill.

The event raised money for the British Heart Foundation and Landaid.

Elliot was top KJ Taiter and finished 31st out of 269 runners with a time of 21 minutes 19 seconds.

Well done to all who ran in the event.

1. **Elliot Martin** - 21:19
2. **Matt Borthwick** - 21:55
3. **Owen Dodds** - 25:08
4. **Richard Lytle** - 25:11
- =. **Joseph Osman** - 25:11
6. **Hugh McAuley** - 26:11
7. **Paul Miller** - 26:15
8. **Rachel McCallum** - 29:52
9. **Sam Rohlfing** - 33:15

Woodlands Hospice

As part of our community support, KJ Tait are delighted to be partnering with MAPP and the Capital Building in Liverpool to provide MEP Consultancy support on a pro bono basis for The Woodlands Hospice Charitable Trust in Aintree, Liverpool.

The aim is to help the Hospice run their facility more efficiently, reducing energy costs and assisting with their capital expenditure planning to ensure any replacements or upgrades are as efficient as possible for the future.

We have been involved with the hospice for over a year, during our surveys, we found various items of plant and controls failing, had failed or were operating inefficiently. With a review of the Hospice's requirements and some very charitable assistance from RCS and B-Engineering, they repaired and replaced parts to get things back to where they should be.



Since then, we have been monitoring energy consumption quarterly: the work has been a huge success with the gas and electricity consumption being 15% - 25% lower each month compared to before the upgrade works.

Additionally, new fresh air movement in the offices fixed the overheating issues.

We are continuing to monitor the energy consumption for Woodlands Hospice to ensure that the facility continues to operate as efficiently as possible.

STEM Ambassadors

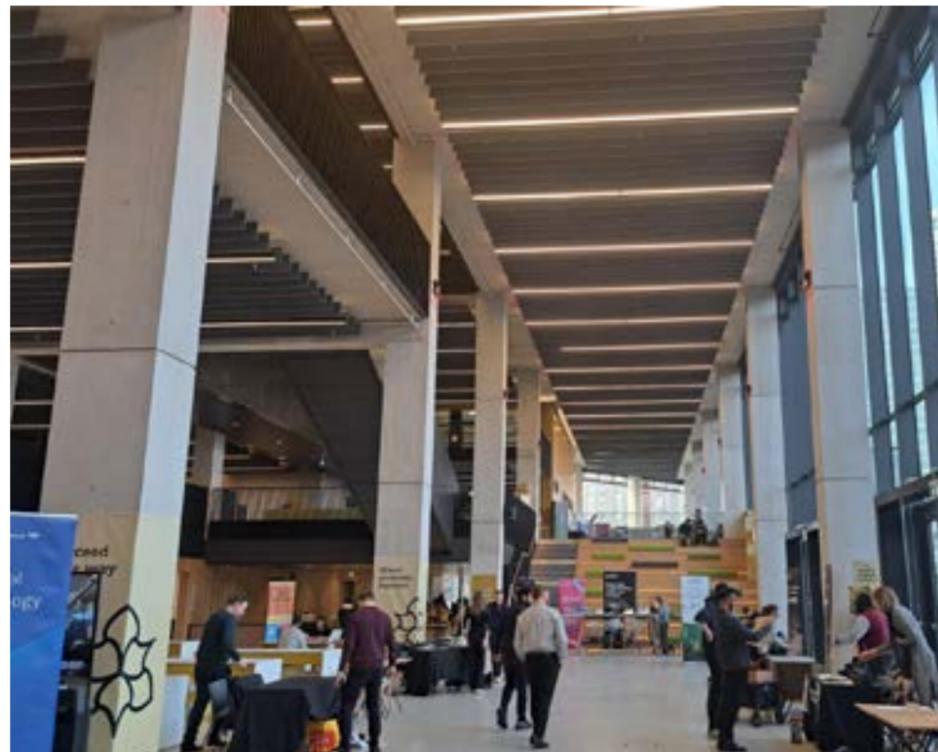
At KJ Tait, we are dedicated to promoting innovation and sustainability, and our involvement in STEM (Science, Technology, Engineering, and Mathematics) education reflects this commitment. Our team of STEM Ambassadors plays a crucial role in inspiring and engaging young minds, helping to shape the future of our industry.

An example of our dedication is Alice, a STEM Ambassador from our Glasgow office. This year, Alice has taken on the rewarding challenge of mentoring two high school teams as part of the Engineering Development Trust's Industrial Cadets Bronze Project Competition. Her mentorship has been instrumental in guiding the students through their projects, which focus on the themes of 'Our Green Garden' and 'Healthy Minds.'

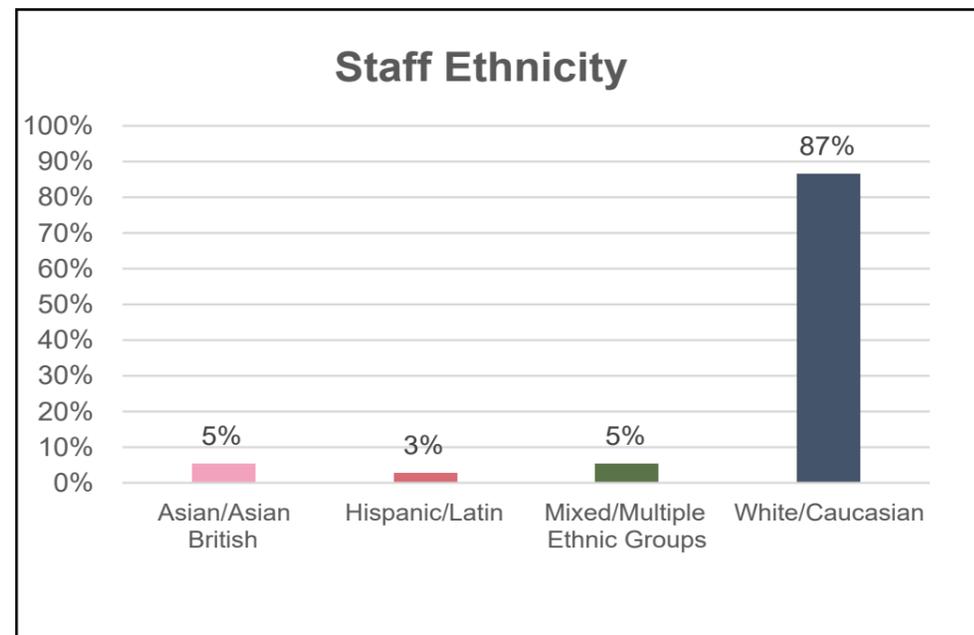
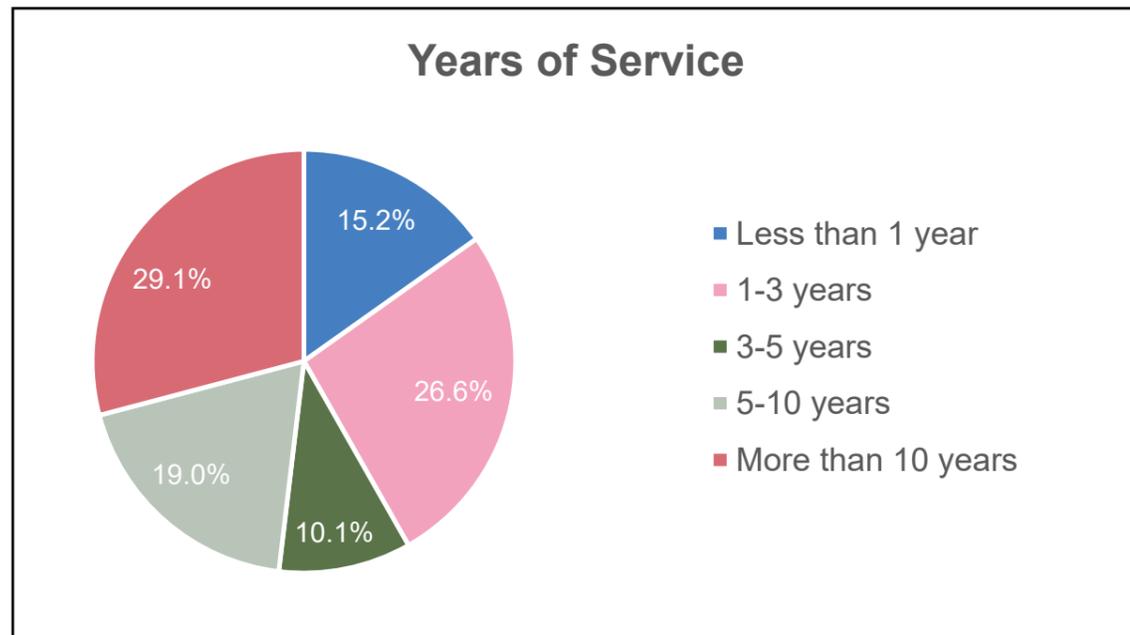
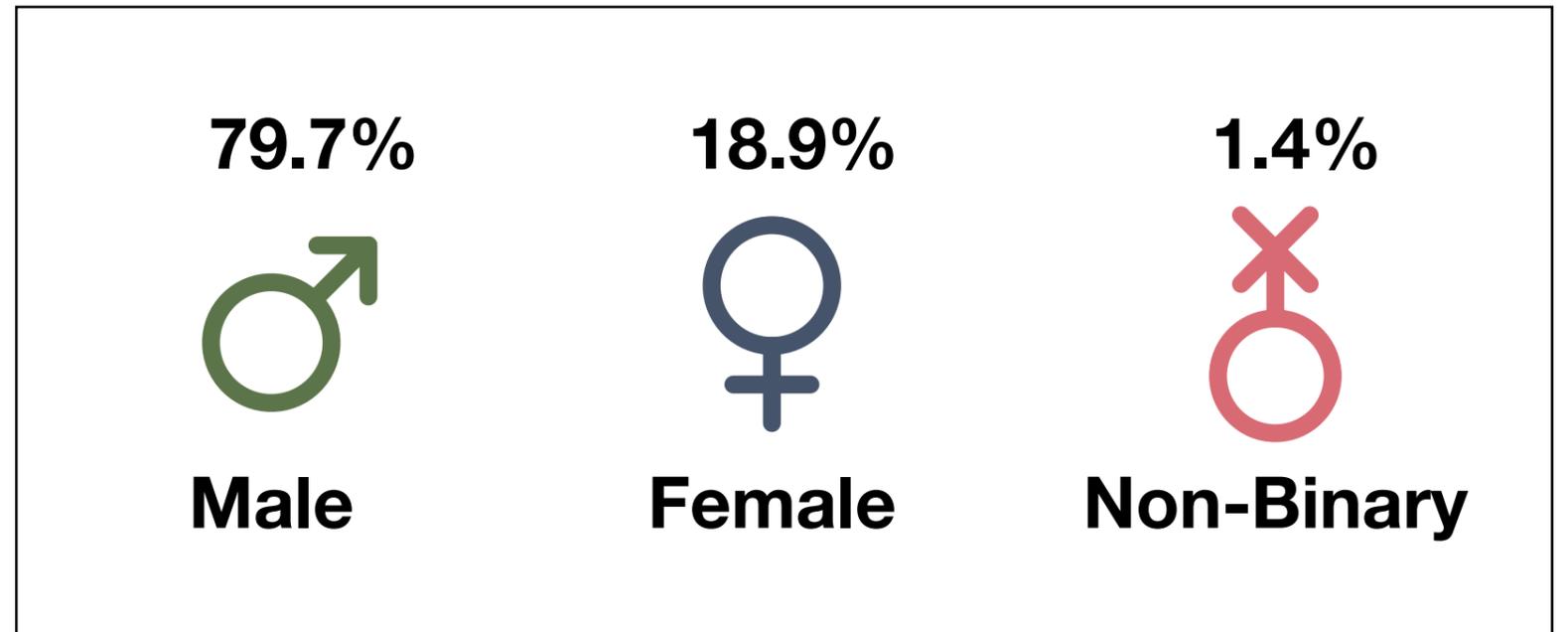
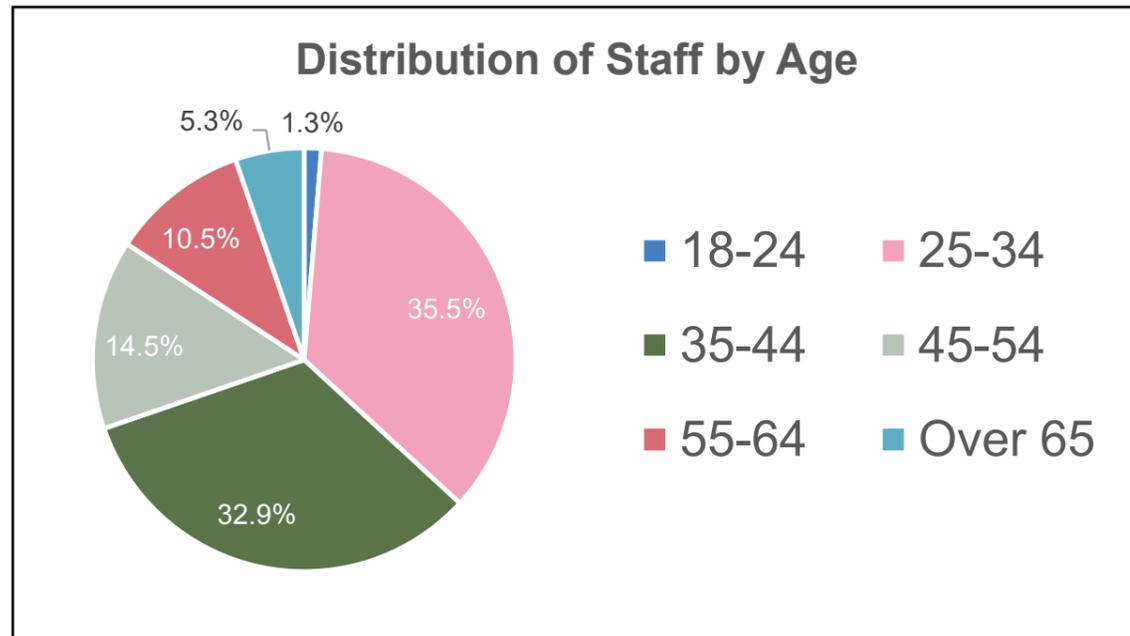
Alice's role has involved leading regular meetings with the teams, where she has provided invaluable advice and support. For the 'Our Green Garden' project, Alice has helped the students explore innovative ways to run buildings off-grid, emphasising sustainable practices and renewable energy solutions. Her expertise has been crucial in helping the teams develop practical and impactful designs.

In addition to technical guidance, Alice has also assisted the students with their final reports, ensuring they effectively communicate their ideas and findings. She has prepared them for the assessment day, offering tips on presentation skills and how to confidently showcase their work to the judges.

Alice's dedication and passion for STEM have not only helped the students succeed in their projects but have also inspired them to pursue further studies and careers in these fields. Her mentorship demonstrates the positive impact that KJ Tait's STEM Ambassadors have on the community, contributing to the development of future engineers and scientists.

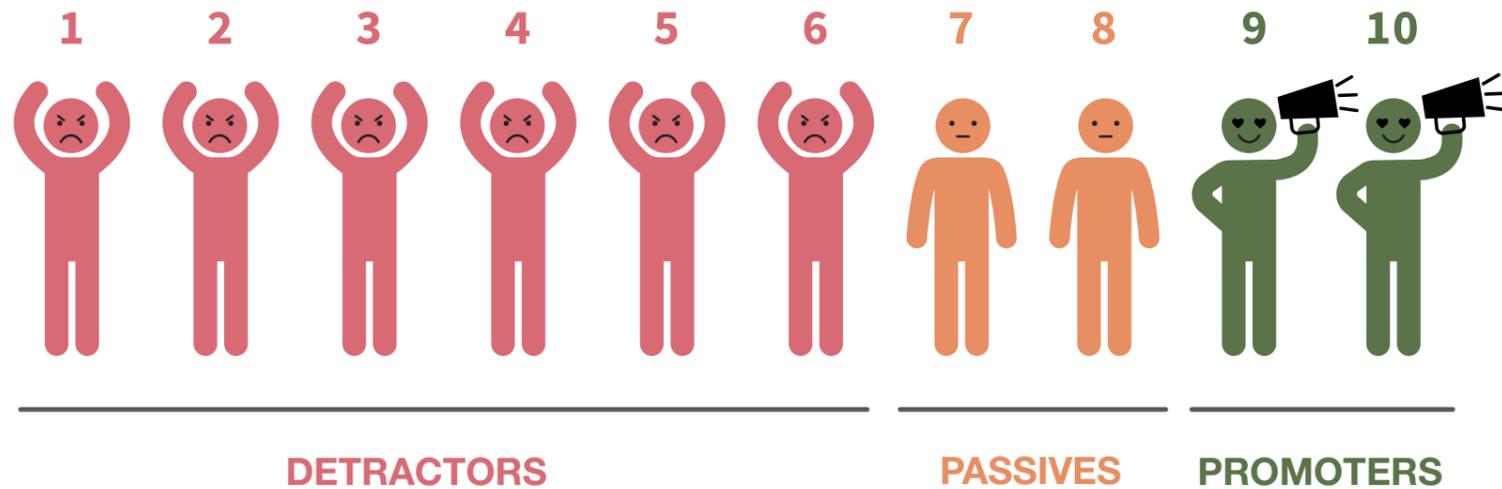


Our 2024 Statistics



Staff Satisfaction

We conducted our yearly staff questionnaire to understand what we do well as a Company and areas that need some work. We make use of the Net Promoter Score (NPS) method to assess this. This method asks respondents to score each question out of 10 points.



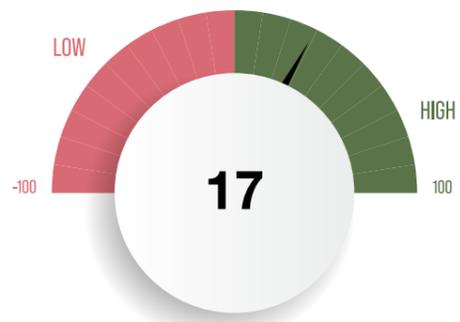
Promoters (9-10): Positive score with high satisfaction

Passives (7-8): Generally satisfied but with room for improvement

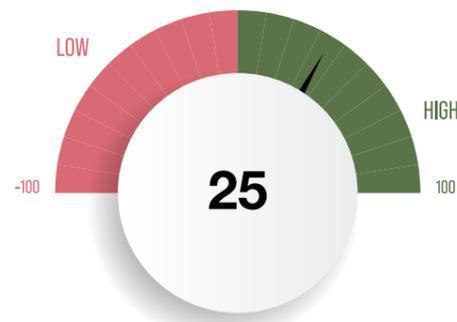
Detractors (0-6): Unsatisfied with improvement required

$$\text{NPS} = \% \text{PROMOTERS} - \% \text{DETRACTORS}$$

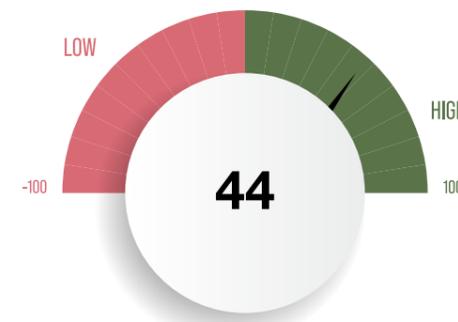
NPS benchmarks vary dependant on category, however, generally scores above 0 are deemed satisfactory, 0-30



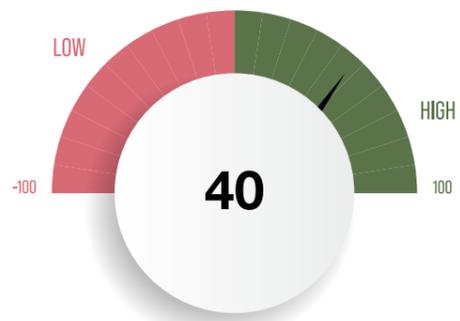
How much do you enjoy our Company culture?



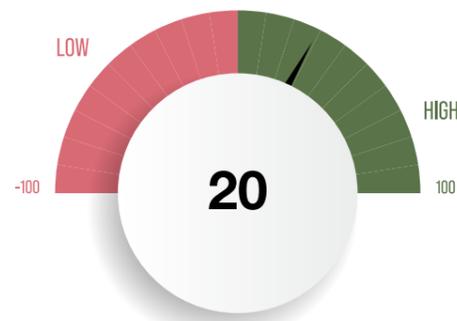
How much do you consider Managers value your feedback



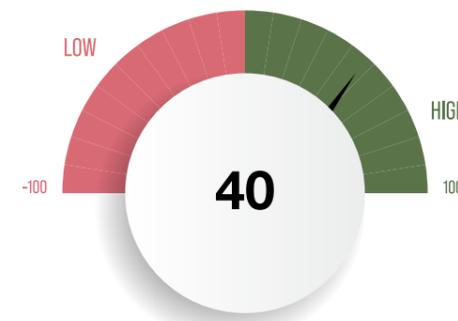
Would you recommend this organisation as a great place to work?



How important is our brand to the growth of our organisation?



How happy are you at work?



How effectively do management communicate company news?



KJ Tait

Closing the performance
gap in buildings

Aberdeen | Cambridge | Edinburgh | Glasgow | London | Manchester