

## Challenges:

As sustainability-focused skills were not traditionally required in engineering roles, additional training and upskilling in green technologies are often seen as supplementary to core responsibilities. Due to the deadline-driven nature of the work,

finding time to complete more focused training can be a challenge for some employees.

Through its supply chain, the organisation engages suppliers to adopt more sustainable business practices, such as setting net-zero or SBTi-approved carbon reduction targets and obtaining ISO 14001 certification. However, many suppliers raise concerns about resource and cost limitations, and often question the business value of these commitments. This has presented challenges in reducing Scope 3 emissions.

## Impact:

Employees are actively encouraged to explore and utilise the resources provided by the Supply Chain Sustainability School. Since initial engagement, 60 employees—representing 20% of the workforce—have registered on the portal. The resources and assessments available are instrumental in creating tailored learning pathways aligned with different roles.

The e-learning module on "Embedding Sustainable Procurement" has been particularly valuable in supplier engagement efforts. It provided essential knowledge on ISO 20400 and the Corporate Sustainability Due Diligence Directive (CSDDD), supporting more informed decision-making and advancing ethical and environmental standards across the supply chain.

## Engagement events

Employees have attended several of the School's webinars, including a session on "Science-Based Targets and Net Zero Carbon." This particular webinar was highly beneficial in shaping the development of the organisation's forthcoming 2025–2030 Sustainability Strategy and Action Plan, which defines the next steps toward meeting net-zero carbon commitments.

## Resources

**Assessments:** The assessment process supports reflection across a range of sustainability topics, structured into subcategories. The multiple-choice format is effective for qualitatively evaluating the impact of current sustainability initiatives.

**Action Plan:** The action plan's categorisation of training modules by

## Fact box

**TROUP  
BYWATERS  
+ ANDERS**

### Company

Troup Bywaters + Anders LLP

### No of employees

307

### HQ

London

### Website

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### Services

Engineering services design, Strategic asset and facilities management, Project management, Building performance, Intelligent buildings, Construction experts, Sustainability, Architectural lighting, Health and wellbeing, Vertical transportation

### About

*TB+A LLP is a high-performing engineering partnership with sustainability at the heart of the business, operating from eight offices across the UK and Poland. Since 1958, they have been designing and creating unique internal spaces, blending comfort and function to bring buildings to life.*

skill level is especially useful. Beginner modules provide foundational knowledge for improvement areas, while advanced modules help further develop established strengths.

**E-learning Modules:** The on-demand nature of the e-learning modules allows employees to integrate sustainability learning into their work schedules. The foundation-level content has been particularly beneficial in introducing green concepts relevant to various roles.

### Value gained:

Beyond improving sustainability strategy and operations, the assessments have helped identify both strengths and gaps, informing more refined and targeted improvements. This has positioned the organisation to better meet client expectations, strengthen its competitive edge, and improve bidding success.

Access to all of the School's resources in one place has streamlined sustainability learning and development, reducing the need to source materials elsewhere. Combined with the flexibility of the on-demand modules, this will support further green upskilling across the workforce.

Through ongoing membership, the organisation seeks to demonstrate its commitment to embedding sustainability at the core of its operations.

### Future proofing:

The organisation will continue to encourage employees to engage with the School's wide range of resources, recommending content based on role and professional development needs. There are also plans to contribute to the Diversity Survey Benchmarking Report and make use of available resources on diversity and inclusion.