



BENTLEY

IMPACT REPORT



Foreword



The businesses that lead tomorrow will be the ones investing today in transparency, responsibility, and resilience.

At Bentley, ESG is at the heart of all that we do.

It shapes our strategic decisions at Board level, right the way down to our daily office operations.

We're proud of all that we've achieved to date when it comes to ESG, and in this report we share some of the positive impacts of our business choices, before looking ahead to our future planning.

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Introduction

In today's construction and infrastructure sector, ESG reporting is becoming an essential part of project delivery. As well as meeting regulatory and investor expectations, it reflects a commitment to sustainable practices, responsible governance and long-term value.

At Bentley Project Management, our dedicated ESG team is continually looking at ways to improve our performance across the business – from reducing environmental impact and improving resource efficiency to supporting workforce wellbeing and community engagement.

By embedding ESG principles into our day-to-day operations, we can reduce risk, strengthen stakeholder trust and help deliver more sustainable, future-ready infrastructure.

Our ESG priorities



Environmental

Become a carbon neutral business by 2040

How?

- Carbon Reduction Plan
 - Developing and sharing expertise
-



Social

Develop a highly skilled, motivated team in a fulfilling & inclusive environment

How?

- Upskilling the team
 - Recruitment and retention
 - Engagement and feedback
-



Governance

Invest in and develop digital capabilities to optimise efficiency and strengthen client service delivery

How?

- Improving technology
- Improving data collection processes and reporting



Environmental Strategy

Become a Net Zero business by 2040

At Bentley, we're committed to reaching Net Zero carbon emissions by 2040. Using 2023–24 as our baseline year, we've already reduced our total market-based emissions by 9.7% to 259.5 tCO₂e in 2024–25. Our targets include cutting Scopes 1 and 2 emissions by 42% by 2030, measuring all Scope 3 categories by 2026, and reducing measured Scope 3 emissions by 42%.

In 2025 alone, we advanced our progress through Carbon Literacy training, the introduction of a recycling hub, a Sustainable Travel Policy, and achieved ISO 14001 accreditation. Looking ahead, we'll continue to improve office energy efficiency, transition to 100% renewable electricity, and strengthen sustainability awareness through our growing ESG team. These actions form a key part of our long-term plan to reduce absolute emissions by 90% and offset any residual carbon through verified schemes – ensuring Bentley plays its part in creating a low-carbon future.

Alignment to SDGs:

11 SUSTAINABLE CITIES
AND COMMUNITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION





Progress against objectives

- 10% of our team members have completed carbon literacy training
- All employees have completed Introduction to ESG Training
- Sustainable Travel Policy implemented
- ISO 14001 accreditation



Social Strategy

Develop a highly skilled, motivated team in a fulfilling & inclusive environment

We value our people so we are committed to upskilling and developing their talents to offer innovative client delivery.

Our transparent staffing structure ensures each employee has a clear role description with expectations and competencies.

They are encouraged to take ownership of their personal development and make the best use of our learning and development prospectus to enhance their skills and knowledge.

Alignment to SDGs:





Progress against objectives

- Average 93% retention rate
- 50% of the team promoted/progressed during the past year
- 30% of team are women, five of whom are at Associate Director level or above
- 1,500 training hours completed
- $\frac{1}{3}$ of the team have completed leadership and management training
- Commitment to 45 days' volunteering each year
- Regular fundraising events for our partnered charities



Governance Strategy

Invest in & develop digital capabilities to optimise efficiency & strengthen client service delivery

As a company we pride ourselves on offering an excellent service to our clients and strive to do this in the most efficient and innovative way possible.

Our commitment to embracing new technologies and embedding secure digital processes will allow us to drive efficiency internally to deliver projects more effectively and will also strengthen our client service delivery.

Alignment to SDGs:





Progress against objectives

- Implemented more efficient ways of reporting using cloud-based systems
- Changed the website to a more sustainable data centre host
- Removed internal email signatures to reduce carbon generated from emails

Looking ahead

Our key ESG focuses are:

Digital

Efficiency and collaboration, changing behaviours in how we use digital platforms

Sustainable travel

Alternative incentives

Positive Planet

Achieving Bronze Award

Social Value strategy

Put together a robust strategy and improve awareness within the team and externally.

We want everyone to be a part of this and our ESG goals are something that we want all team members to take an interest in to enable meeting client requirements.





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