B Corporation
October 2025

Impact Report 2025

Certified B Corporation

Churchman Thornhill Finch



South Gardens, Southwark, London

About us

Churchman Thornhill Finch is a landscape design practice working from studios in London and Bristol.

We craft places for people and nature, bringing together traditional placemaking, research and technology with a careful response to the sites, communities and materials we work with.

Our approach to landscape architecture is both intuitive and technically informed. We are interested in how places are experienced, how they are made and how they change over time. That same enquiring attitude shapes the way we think about the practice itself.

Becoming a B Corp in 2023 gave us a useful framework against which to test how we work: what we do well, where we can improve and where our intentions need to translate more clearly into action.

Two years on, that process is becoming more established across the practice. We are gathering better evidence, questioning established ways of working and involving more of our people in deciding what we should do next.

This report records what has changed during the year, what we have learned and where we want to make further progress.



Fellowship Square, Waltham Forest

Leadership letter

Two years into being a certified B Corp, our focus has increasingly been on how we turn its principles into the everyday decisions we make as a practice.

It has also been a challenging year for our sector. A sluggish market and the stop-start nature of project work have required us to remain focused on the health and resilience of the business.

That makes it even more important to be clear about what matters to us.

We believe landscape architecture has an important role to play in creating positive change: supporting the communities we design for, working with natural systems and responding to the environmental challenges that affect the places we make.

At the same time, we want CTF to be a practice that produces work of a high standard, develops good people and continues to question how it can improve.

Our B Corp working groups have helped us make that practical. They bring people from both studios together to examine different parts of the practice, identify priorities and turn ideas into action.

There is more to do, and there always will be. What matters is that improvement becomes part of how we work: looking critically at what we do, learning from it and acting on what we find.

Andrew Thornhill and David Finch
Directors



Green Heart, University of Birmingham

What has changed since we certified

Two years into certification, the same qualities that shape our design work are increasingly informing how we approach B Corp: curiosity, a willingness to test ideas and honesty about where we can improve.

From the outset, we did not see certification simply as a route to winning more work. It has, however, encouraged us to question how we balance commercial decisions with our responsibilities to communities and the environment. These are not always straightforward choices, and they challenge us to think carefully about the projects we pursue, the clients we work with and the kind of practice we want CTF to be.

We also recognise that sustainable growth is important. A financially resilient practice gives us the structure and confidence to invest in our people, develop our knowledge and explore new opportunities while maintaining the quality of our work.

Certification has opened conversations with clients who want to understand what B Corp means in practice, and we are beginning to see commissions from organisations with similar ambitions.

One of the most valuable aspects has been learning from others. The B Corp community has introduced us to people and businesses beyond landscape architecture who openly share their experiences, including what has worked and what has not.

We approach B Corp much as we approach our design work: understanding the context, questioning assumptions, testing ideas and learning from the results.

It is becoming part of how we develop CTF, rather than a separate initiative.



Tree planting the the National Trust to celebrate our Bristol studio's 10th anniversary

We have continued to develop our Leadership Team as part of the evolving management structure of CTF.

Bringing Directors and Associates together broadens the experience and perspectives involved in decision-making and creates greater shared responsibility for the development of the practice. The team meets fortnightly to discuss current issues, longer-term priorities and actions.

This year we introduced quarterly priorities, or "rocks", for members of the Leadership Team. These give us a clearer way of identifying what needs to change, assigning responsibility and reviewing progress regularly.

We also celebrated the tenth anniversary of our Bristol studio.

Since opening with one person and a laptop, the studio has grown to a team of 13 supported by a Studio Manager. To mark the anniversary, we returned to Bathampton Meadows, one of our projects with the National Trust, to plant trees and hedgerow.

It was an appropriate way to mark ten years: returning to a landscape we know well, contributing something practical and looking ahead to the next stage of the studio.



Summer practice day out in London, 2025

Workers
Working at CTF

Good design depends on talented people having the time, support and opportunities to develop their skills, question ideas and learn from one another. We believe that investing in our team, encouraging collaboration and supporting a healthy work-life balance are important to maintaining high standards across CTF.

Regular conversations are part of that approach.

This year we introduced quarterly reviews with every team member, replacing the long gap that can occur between annual reviews. These can take place in the studio or on a walk, depending on what works best for the individual.

Each person identifies three priorities or “rocks” for the following quarter. These might relate to professional development, a project, the studio or an individual area of interest. The conversation also considers what support, training or opportunities might help achieve them.

At the following review we look at progress, what has changed and what should come next.

These conversations help us recognise individual ambitions, identify opportunities for mentoring and development, and make sure people have the support they need to contribute to the quality of our work.

Health and wellbeing are equally important. Design studios are places where ideas are explored, challenged and refined, often within demanding programmes. We want people to feel supported in their work, able to raise concerns and confident about where they can find help. This year we expanded our Mental Health First Aider network to two trained people in each studio.

We have also begun reviewing career development and progression across CTF, developing clearer guidance around roles, responsibilities, salary bands and pay. This will help people understand what is expected of them, how their skills and responsibilities can develop and what opportunities are available.

This work will continue next year.



Charlie's Patch opening, Kennington, London

Supporting the next generation of landscape architects is one area where our knowledge and time can make a useful contribution.

This year we supported students at the University of Gloucestershire through careers events, sharing our experience of landscape architecture and the different routes into the profession.

Closer to our London studio, we worked with the local community to replant an overlooked area of planting nearby. Members of the studio helped transform it into a more colourful and cared-for piece of neighbourhood landscape.

We also continued our support for Design West's Shape My City programme in Bristol, sponsoring and leading its landscape architecture session.

Shape My City works with 15–18 year olds to introduce them to careers across the built environment, with particular encouragement for young women, people from minority ethnic backgrounds and young people from less economically advantaged backgrounds.

Landscape architecture is still a profession that too few young people know exists. Giving young people an opportunity to encounter it, work with landscape architects and see that it could offer a career for them is one practical way we can contribute to a more diverse profession.



New Garden Quarter, Stratford, London

Environment
Understanding our impact

Improving our knowledge and our work
Environmental responsibility is fundamental to landscape architecture. Our opportunity to make a difference lies both in how we operate as a practice and, importantly, in the landscapes we help to design and deliver.

This year we became a member of the Regenerative Architecture Index (RAI). Our submission examined our approach to both design and practice and provided another opportunity to test our work against wider environmental ambitions.

We have also been looking at the language we use.

Terms relating to sustainability, biodiversity, carbon and regenerative design are sometimes used interchangeably, despite having different meanings. We developed a CTF environmental glossary to establish a clearer and more consistent language across the practice and in conversations with clients and collaborators.

Building knowledge
Sustainable water management is an important part of our work. Well-designed landscape can store, slow, filter and clean rainwater while creating habitat and attractive, enjoyable places for people.

This year we invested in two days of CIRIA training for everyone at CTF, strengthening practice-wide understanding of sustainable drainage and how it can be integrated into our projects.

Our research into the reuse of construction waste as planting substrates has also continued. The Open Mosaic Habitat trial beds are being monitored to understand establishment, identify failures and build evidence that can inform future projects.

Understanding our operational impact
Alongside our project work, we have continued improving the information needed to understand the carbon emissions associated with running the practice.

This now includes recording:
- waste generated by both studios;
- flights and accommodation associated with business travel; and
- deliveries to our studios.

Better evidence will allow us to understand where our operational impacts lie and where changes can make the greatest difference



Thames Hospice, Maidenhead

Customers

Trust and good work

Our clients are central to what we do.

Being trusted with the design of a landscape, whether a new public space, school grounds or the setting for a hospice, is both a privilege and a responsibility.

Every decision we make has consequences for design quality, cost, materials, maintenance, ecology and people's experience of the finished place. Good landscape architecture requires us to balance ambition and design intent with technical understanding, budget and delivery.

Our work is iterative. We develop ideas through research, design, testing and conversation before carrying them through planning, technical design and onto site. By completion, many people will have contributed to the landscape.

That collaboration is fundamental to producing good work.

Client feedback is therefore important. Until recently, we had not gathered it as consistently as we should.

This year we introduced a revised questionnaire at the end of each project. It asks why clients chose CTF, what we were like to work with, what we could do better and whether they would recommend us.

The responses so far have been encouraging, but their real value is in what we can learn from them.

Listening to our clients is one of the ways we can continue to improve the quality of our work and the service that supports it



Shape My City 2025, Bristol

The year ahead ...

We will continue looking critically at how CTF can improve.

The new B Corp standards change the basis on which businesses are assessed. Rather than accumulating points across selected areas, companies will need to meet minimum requirements across seven mandatory Impact Topics:

- Purpose and Stakeholder Governance
- Fair Work
- Justice, Equity, Diversity and Inclusion
- Human Rights
- Climate Action
- Environmental Stewardship and Circularity
- Government Affairs and Collective Action

Our recertification has consequently moved to October 2027, giving us additional time to understand the new requirements and prepare the evidence needed.

Over the next two years we will use the new standards to review where CTF currently stands, identify gaps and decide where changes are needed.

But our ambition extends beyond recertification.

We want to continue developing the quality of our work, investing in our people, strengthening our environmental knowledge and understanding the impact of the practice more clearly.

B Corp gives us one framework for doing that. The responsibility for making it happen remains ours.

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