B Corporation
October 2026

Draft

Impact Report 2026

Certified B Corporation

Churchman Thornhill Finch



Pemberley Place, Bath

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 placemaking, research and technology with a careful response to the sites, communities and materials we work with.

Our approach to landscape architecture combines imagination with technical understanding and delivery. We are interested in how places are experienced, how they are made and how they change over time. We bring that same enquiring attitude to the way we develop the practice.

We became a certified B Corp in 2023. It gives us a useful framework against which to examine how we work - from the way we support our people and run the business to our relationships with clients, communities and the environment.

B Corp does not define CTF or the work we do. It helps us test our intentions against evidence, identify where we can improve and hold ourselves accountable for making those changes.

This report records what we have done during the past year, what we have learned and where we intend to make further progress.



60 London Wall, City of London

Leadership letter

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

This year we have continued to invest in the people and knowledge that underpin good work. We have strengthened benefits and policies supporting our team, developed our Leadership Team and B Corp working groups, and continued to invest in training, research and technical knowledge across the practice.

The wider market has remained challenging, with the stop-start nature of project work requiring us to remain focused on the resilience of the business. That makes it particularly important to be clear about what we are trying to achieve.

At the heart of CTF is the work.

We want to produce landscape architecture of a high standard - imaginative, carefully considered, technically rigorous and well delivered. Through that work we have the opportunity to shape places that improve people's everyday lives, support stronger communities and work positively with natural systems.

The culture of the practice matters because good work depends on good people. We want CTF to be a place where talented people are supported to develop, contribute their knowledge, challenge ideas and take responsibility.

There is always more we can improve. B Corp provides one framework for doing that. Our responsibility is to turn those ambitions into the way we work, the decisions we make and the landscapes we deliver.

Andrew Thornhill and David Finch
Directors



Chobham Farm, Stratford, London

What has changed since we certified

Three years on from certification, the same enquiring attitude that shapes our design work increasingly informs how we develop the practice: looking critically at what we do, testing ideas and being honest about where we can improve.

From the outset, we did not see B Corp as simply a route to winning more work. It has, however, helped us think more carefully about the projects we pursue, the clients we work with and how those relationships align with the kind of practice we want CTF to be.

It has also opened conversations with clients who want to understand what certification means in practice, and we are increasingly working with organisations that share similar ambitions.

Another benefit has been learning from others. The B Corp community connects us with businesses and people beyond landscape architecture who are willing to share their experience, including what has worked and what has not.

That exchange of knowledge is valuable.

We approach the development of CTF much as we approach our work: understand where we are, question what could be better, test changes and learn from the results.

B Corp is increasingly becoming part of how we run and develop the practice rather than a separate initiative.



Elderberry Walk, Bristol

We have begun developing a ten-year plan for CTF.

The purpose is to think carefully about the long-term health of the practice: how we maintain the quality of our work, develop opportunities for our people, remain financially resilient and safeguard the purpose and values that matter to us.

As part of that process, we have been speaking with other practices and advisers to learn from different approaches and inform our decisions.

We are also preparing for B Corp recertification. The assessment process is changing substantially and we have been working with Andy Hawkins of Business on Purpose to understand the new standards and the evidence we will need.

Our Annual Impact Reports are another part of improving accountability. This is our third report and will again be published openly, allowing clients, collaborators and our own team to see where progress has been made and where work remains.

Our B Corp working groups continue to broaden participation in that process. This year their input has contributed directly to changes including our Working in Heat policy and the review of our maternity policies.



Summer practice away day in Bath, 2026

Workers

Supporting our people to do good work

We want CTF to be a practice where talented people can develop, contribute and do some of their best work.

That requires good projects and professional opportunities, but also clear policies and practical support through the different circumstances people experience during their working lives.

This year, following feedback from the team, we introduced a Working in Heat policy, and temporary cooling measures in our London studio. We will review the policy with the team following the summer and refine it where necessary.

We have reviewed our maternity, paternity and bereavement policies, increasing paid leave to better support colleagues at important times in their lives. We have also introduced additional annual leave to recognise five and ten years of service, birthday vouchers, and a £250 bonus for colleagues who mentor P2C candidates through to Chartership.

Our flexible working policy has been formalised to provide greater clarity for everyone. Looking ahead, we are considering further benefits, including income protection during sickness, death-in-service cover and support for physical health and wellbeing.

Our Work Away Week continues to give everyone the opportunity to work remotely for one week each year, an initiative originally introduced to support colleagues with family overseas.

Alongside wellbeing and benefits, we continue to invest in people's professional development. Every team member has a dedicated training budget, supplemented by practice-wide CPD, research and opportunities to visit exemplary built work. This year visits included HTA's Queen Elizabeth Gardens and the NLA Thames Riverside Walk.

Seeing other people's work, understanding how landscapes perform after completion and discussing what we can learn from them are important parts of developing our own judgement and raising the quality of our work.



AHMM X Grimshaw Foundation Event, Bristol

Community
Sharing our knowledge

Supporting young people to understand landscape architecture and the built environment remains an important part of our contribution beyond project work.

We continue to provide work experience for local school pupils, giving young people an opportunity to spend time in the studio, experience the design process and present their own ideas through drawings and models.

This year we also supported the Grimshaw Foundation outreach programme at AHMM's Bristol studio, talking about the role landscape architects play in shaping cities.

We entered our sixth year supporting Design West's Shape My City programme. This year we took students around Bristol's Floating Harbour and asked them to explore how nature might be brought further into the city.

Landscape architecture is still a profession that too few young people know exists. Work experience, internships and programmes such as these allow us to share what we know, encourage different people into the profession and learn from the questions and perspectives they bring.

We continue to offer internships within our studios and are committed to paying the Living Wage.

Our connection to community also starts immediately outside our doors. Cleaver Square is part of the everyday life of our London studio - somewhere for lunch, a walk or a game of boules. This year the team joined local residents to celebrate the publication of Aileen Reid's Around Cleaver Square, documenting the history, architecture and people of the square.



OMH seed trials at Silvertown, London

Environment

Applying research through our work

Environmental responsibility is fundamental to landscape architecture. Our greatest opportunity to make a difference is through the landscapes we help to design and deliver.

Research becoming reality
At Silvertown, our research into Open Mosaic Habitat planting is moving from trial to delivery.

Our work has tested seed mixes and reclaimed aggregates to understand how construction materials can be reused to create species-rich habitat. The first planting beds developed through that research are now being established within the public realm.

At Hayle in Cornwall, we encouraged the project team to bring in specialist soil expertise and develop a Soil Resource Management Plan. The work is exploring how existing sandy soils and excavation material can be used to create suitable growing media, reducing the need to import topsoil and the associated vehicle movements.

Both projects demonstrate an important principle for us: environmental ambition becomes meaningful when it influences the way a project is designed and delivered.

Building knowledge across CTF
Our internal horticulture group continues to review emerging research and share knowledge across the practice.

This year we updated the CTF Green Roof Manual, bringing together current research, legislation and guidance with lessons from our own projects. The updated guidance was then shared across CTF through a practice-wide presentation.

Capturing what we learn and making it available to everyone helps improve consistency and raises the technical quality of our work.

Understanding our operational impact
Alongside our project work, we are continuing to improve our understanding of the carbon emissions associated with running the practice.

We are now gathering information on material use, commuting and business travel, including travel undertaken in the delivery of projects.

This will contribute to a more complete understanding of our Scope 3 emissions.

The next step is to use that evidence to establish medium- and long-term reduction targets and develop clearer approaches to business travel, events and local sourcing.



Ashley Gardens, Tottenham Hale, London

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, garden or the setting for someone's home, is both a privilege and a responsibility.

Every design decision has consequences for 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 develops iteratively through research, design, testing and conversation before progressing through planning, technical design and onto site. By completion, many people will have contributed to the landscape.

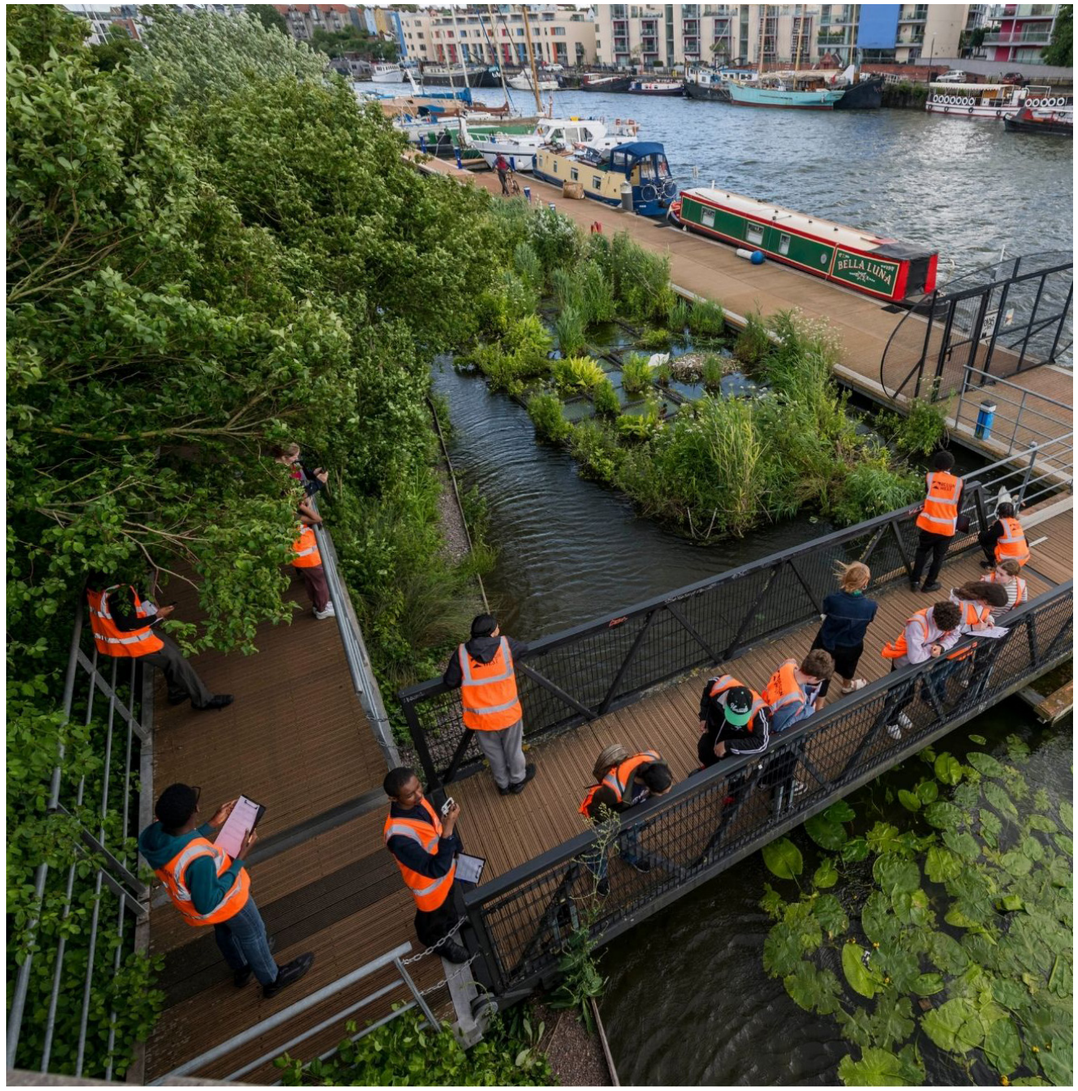
That collaboration is fundamental to producing good work.

This year we achieved Cyber Security accreditation, providing greater assurance that our systems and clients' project information are appropriately protected.

We have also begun working towards BIM accreditation. This is an important part of strengthening our technical processes and ensuring they match the scale and complexity of the projects we undertake.

Client feedback provides another measure of our performance. We now issue a questionnaire at the end of each project, asking why clients chose CTF, what we were like to work with, what we could improve and whether they would recommend us.

The responses help us understand where we are performing well and where we can improve both the quality of our work and the service that supports it.



Supporting Shape My City 2026, Bristol

The year ahead ...

We will continue to look critically at how CTF can improve.

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

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

Over the coming year we will review CTF against these new standards, identify where further evidence or action is required and prepare for recertification in October 2027.

But recertification is not the end in itself.

Our wider ambition is to continue raising the quality of our work, developing the knowledge and opportunities of our people, strengthening the resilience of the practice and understanding our environmental and social impact more clearly.

B Corp provides one framework against which to test that progress. The responsibility for making it happen remains ours.

Churchman Thornhill Finch

London 3rd Floor, 14 Bowden Street, London, SE11 4DS

Bristol Harbourside House, 4-5 The Grove, Bristol, BS1 4QZ

+44 (0)20 3727 6780

churchmanthornhillfinch.co.uk
mail@churchmanthornhillfinch.co.uk