

SIMS HILDITCH

IMPACT REPORT 2026

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Welcome

“At Sims Hilditch, we believe exceptional design should stand the test of time. Our work is guided by a commitment to longevity, responsible sourcing and creating a positive impact - both environmentally and socially. Whether restoring historic buildings, reimagining cherished antiques, or partnering with ethical suppliers and craftspeople, we create homes that are as considered as they are beautiful.”

“We are proud to be a B Corp-certified business, meeting globally recognised standards for social and environmental performance, accountability and transparency. The certification reflects our ongoing commitment to designing responsibly and contributing meaningfully to the communities and environments in which we work.”

-Henry Hird, CEO



A message from our founder

“

Achieving B Corp certification, something we’ve worked towards for a long time, has been a deeply meaningful milestone. To stand among the very few design studios in the UK to have earned this recognition is both humbling and motivating.

”

-Emma Sims-Hilditch, Creative Founder



About Us

Established in 2009, Sims Hilditch is an award-winning interior design studio renowned for creating timeless interiors defined by architectural integrity, enduring craftsmanship and a distinctly British sensibility. Bringing together expertise in interior design, interior architecture and procurement management, we deliver thoughtful, bespoke spaces that balance elegance with functionality. Our approach is rooted in quality, craftsmanship and considered design, creating homes that are both enduring and personal.

For us, becoming a B Corp was a natural extension of values that have long guided the studio. B Corp certification provides a framework for measuring and strengthening our impact, helping us embed environmental and social responsibility across every aspect of the business - from governance and operations to sourcing, partnerships and people.



Our people remain at the heart of everything we do. This commitment was recognised when we were recently named one of The Sunday Times Best Places to Work, reflecting our dedication to fostering a positive, inclusive and rewarding workplace culture where individuals can thrive.

By combining design excellence with responsible business practices, we aim to create lasting value for our clients, our people, our communities and the environment.

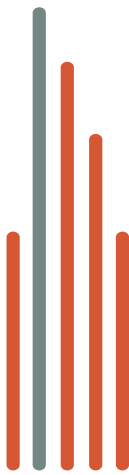


At a Glance

Highlights from the past 12 months



>£10,000
a year is donated to
Jamie's Farm, flexing in
line with our fixed fee
revenue



200%
increase in
investment
in our people
& culture



170+ hours
of work experience
opportunities fulfilled



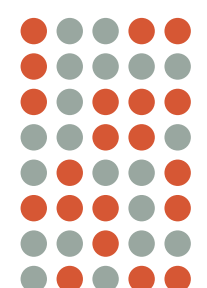
100+ hours
pro bono
design work



1,000+
training
hours
committed



8%
of furniture
re-used across
projects



50%
female
representation
on our board



87.8
B Corp
impact score



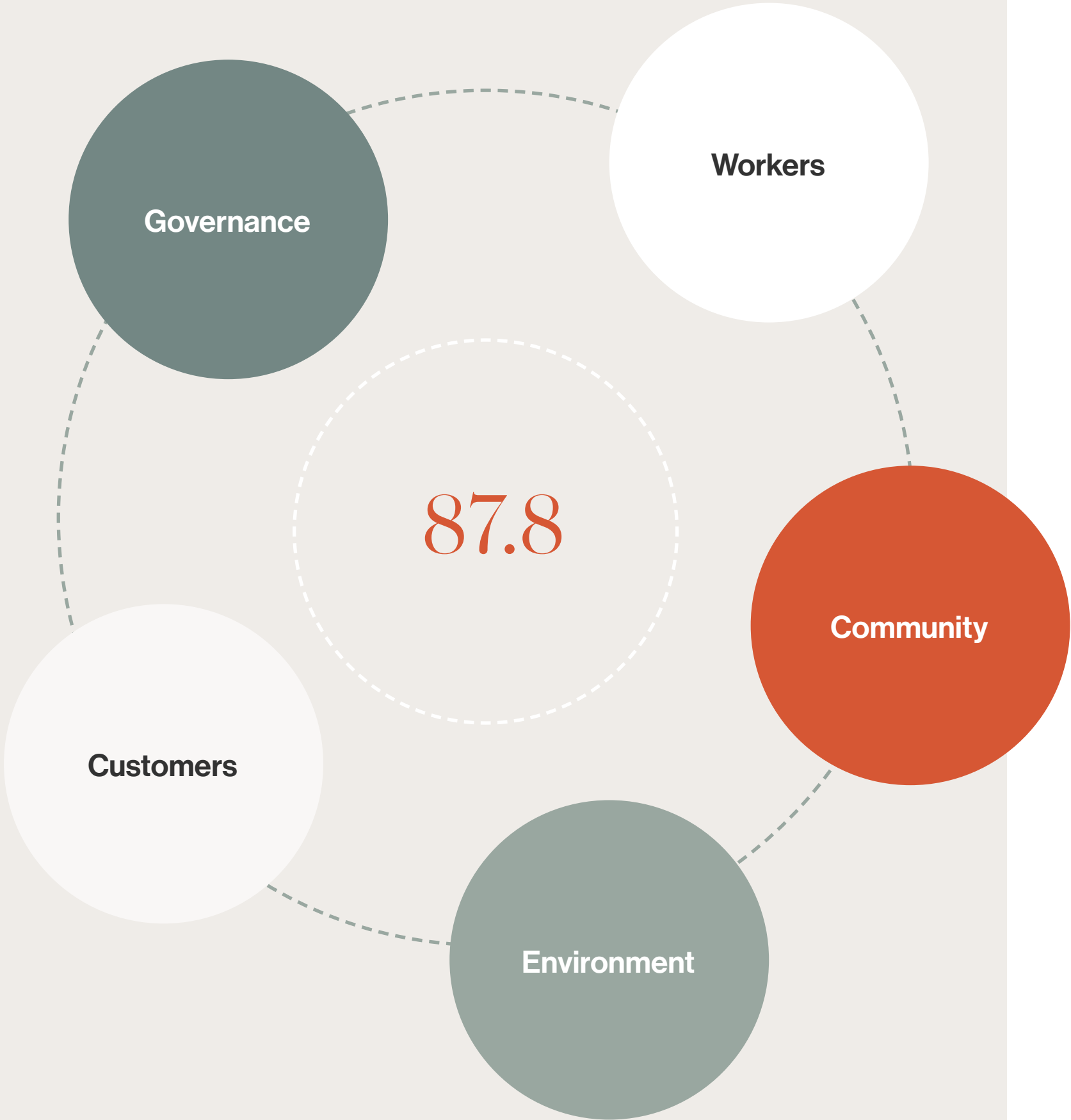
Impact Score

Following two years of focused action and continuous improvement, we are proud to have achieved B Corporation certification in 2025, a milestone that recognises our ongoing commitment to balancing purpose and profit and using design as a force for good.

With a B Corp Impact Score of **87.8**, we exceeded both the UK average (82.2) and the industry benchmark (81.1), joining a select group of interior design studios worldwide to achieve B Corp status. The certification formally recognises values that have long shaped our practice: championing longevity, celebrating craftsmanship and caring deeply for people and the environment.



Our B Corp results







Our Focus

Our impact strategy is built around three focus areas: Advocacy, Waste and Impact.

These pillars provide a clear framework for discussions, decision-making and action across the studio. They help us prioritise where we can make the greatest difference, guide how we measure progress and hold ourselves accountable for the commitments we make.

The following sections outline the work we are doing in each area, the progress we have made, and where we are focusing our efforts next.



Advocacy

- AN OVERVIEW

At Sims Hilditch, advocacy means stepping outside our studio to champion a more responsible, transparent and sustainable future for the interior design industry. We believe our role is to challenge the status quo, empower our peers and foster a collaborative community that designs for longevity.

Our advocacy is driven by three key priorities -

Leading the conversation:

We actively share our B Corp insights and sustainability expertise through industry events, educational platforms and the media, helping to drive positive change across the design industry.

At Decorex in October 2025, Associate Director James Flett joined the panel *Certified Sustainable: Understanding the Value of Certifications* to discuss the importance of accountability and third-party certification in design. Design Director Gemma Holsgrove also spoke at Decorex on *Designing in Harmony*, exploring how close collaboration between interior designers, architects and landscape designers can lead to more sustainable project outcomes.

James continued these conversations at London Design Week in March 2026, joining a panel hosted by *Design Anthology UK* to discuss the future of ethical design. The panel explored the role of certifications such as B Corp and FSC, with James highlighting our studio's

commitment to transparent sourcing, responsible procurement and environmental stewardship.

Beyond industry events, our Creative Founder, Emma Sims-Hilditch, champions sustainable design principles through her Create Academy course, *How to be a Successful Designer*. Emma presents sustainability not as a passing trend, but as a fundamental principle embedded within the business. She explores how timeless design and architectural integrity can reduce waste, while also sharing practical guidance on building responsible supply chains, assessing suppliers and embracing circular design principles.

Our team also regularly contributes expert commentary to leading interiors publications, both in the UK and internationally. Whether discussing heritage restoration, circular sourcing or the wider value of B Corp certification, we use these platforms to demonstrate that exceptional interiors and environmental responsibility can go hand in hand.



Top: Creative Founder Emma Sims-Hilditch at industry speaking event.

Above: Design Director Gemma Holsgrove on Decorex pane.

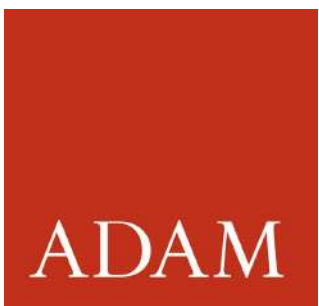
Right: Associate Director James Flett speaking at Decorex.



→ Challenging & partnering:

True change can only happen with collective action. To drive this, we have cultivated a supportive network of fellow B Corp-certified brands and suppliers within our sector, such as *Fermoie*, *Vaughan*, *Porta Romana* and *Sewn*, who share our dedication to transparency and craftsmanship. This collective approach allows us to use our commercial purchasing power with purpose. We don't just choose suppliers; we partner with them, actively challenging existing makers to rethink their environmental footprint while mentoring them on how to do better.

By combining this proactive coaching with the strategic onboarding of new, values-aligned partners, we are actively helping to build a more resilient and responsible supply chain for the future of interiors.



Sharing knowledge:

We believe that sharing knowledge is essential to driving meaningful change. By opening up conversations around sustainable design, we aim to inspire both our own team and the wider industry to continually improve.

Externally, we contribute to industry discussions through events, webinars and partnerships. We have spoken on circular design at the *Green Room* webinar series, exploring practical approaches to reducing waste and regularly collaborate with organisations including *B-Able* and sustainability advocate Jules Haines to exchange ideas, challenge thinking and promote best practice.

Internally, learning is embedded within our studio culture. Regular “Lunch & Learn” sessions bring the team together to explore new materials, technologies and approaches to responsible design, ensuring sustainability remains at the forefront of every project.

To date, we have hosted sessions with *Haines Collection*, *Artisans of Devizes*, *Adam Architecture*, *HSBC*, *London Persian Rugs* and *Porta Romana*.

Building on this, we plan to invite key suppliers, to lead collaborative sessions that encourage knowledge exchange, strengthen partnerships and help drive innovation across our supply chain.

By creating opportunities to learn from one another, we continue to build a culture of curiosity, collaboration and continuous improvement - both within Sims Hilditch and across the wider design community.



Top left and right: Emma's Create Academy course

Left: Interior design project showcasing sustainable materials

Right: Studio Lunch & Learn as part of B Corp month 2026



A CASE STUDY

Sourcing with purpose:
Jennifer Manners

We believe advocacy is demonstrated through the choices we make and the standards we expect from our supply chain. By partnering with businesses that share our values, we help champion a more responsible and circular approach to design.

One example is our partnership with rug designer *Jennifer Manners* and her innovative “Repurpose” collection. Each rug is handwoven using a durable yarn made entirely from recycled single-use plastic bottles, transforming waste into beautifully crafted, long-lasting pieces.

By specifying collections such as “Repurpose”, we support suppliers who are pioneering more sustainable manufacturing methods while demonstrating that exceptional craftsmanship, quality and environmental responsibility can go hand in hand. Through our procurement decisions, we aim to encourage greater innovation and positive change across the design industry.



Jennifer Manners rug in our Victorian Family Home project



OUR PLEDGE

We believe we have a responsibility to share knowledge, champion responsible design practices and work collaboratively to drive positive change across the interiors industry. Through education, partnerships and open dialogue, we aim to inspire more considered choices and help shape a more transparent and sustainable future.

To support this, we have made a number of pledges that set out how we will continue to advocate for responsible design and contribute to meaningful change across our industry.

- “Lunch & Learns” with other likeminded businesses/members of the team to help spread information and guidance.
- Speak at three panels talks about sustainability every year.
- Collaborate with suppliers to drive greater transparency across our supply chain.



Waste

— AN OVERVIEW

Through our 'Waste Reduction Policy,' we are committed to minimising waste across every area of our studio. Our approach focuses on preventing waste wherever possible, extending the life of materials through reuse, prioritising recycling and ensuring any unavoidable waste is managed responsibly. We also strive to embed sustainability into our culture by increasing awareness across the team and encouraging shared responsibility for reducing our environmental impact.

Our commitment to reducing waste is reflected in the choices we make every day. We prioritise responsibly sourced materials, incorporate antiques and existing pieces wherever possible and work closely with local makers and craftspeople to create interiors designed to last. By favouring quality, durability and timeless design over short-term trends, we help reduce unnecessary consumption and waste.

As part of our commitment to extending the life of existing materials, we consult with clients at the outset of every project to identify furniture that can be reused, resold, or donated rather than discarded.



A CASE STUDY

In the studio

Reducing waste starts with our own operations. Over the past year, we focused on improving resource efficiency, reducing consumption and finding new uses for materials that might otherwise be discarded.

We upgraded studio lighting to LED bulbs and introduced responsible recycling for spent bulbs, alongside improved waste segregation and food waste collections for composting. Reusable water bottles were also introduced across the team, with every bottle funding the collection of **11.4kg of ocean-bound plastic** - equivalent to approximately **1,000 plastic bottles**.

We also reduced our reliance on paper through the introduction of iPads across the team and

new finance software, which has significantly reduced printed documentation and paper-based processes.

Surplus materials were given new uses wherever possible. Staff sales helped redistribute excess stock, while a team ‘Sip & Sew’ event transformed leftover fabric into reusable tote bags. Unused design library samples were donated to local schools, extending their useful life while supporting creative learning in the community.

Together, these changes have helped reduce waste, improve resource efficiency and embed more sustainable practices across the studio.





A CASE STUDY

Haines Collection and Furnishing Futures

Minimising waste means finding new ways to keep quality products in use. Through our partnership with *Haines Collection*, we give seconds, sample pieces and surplus stock from client projects a second life, ensuring beautiful, well-crafted items remain in circulation rather than becoming waste.

Haines Collection is a circular marketplace that works with leading interiors brands to rehome surplus, discontinued and imperfect products. By connecting these pieces with new owners, it helps to reduce waste while making exceptional design more accessible.

We provide *Haines Collection* with furniture, lighting, fabrics and accessories that are no longer required for client projects but still have many years of useful life ahead of them. Sold at a fraction of their original retail price, these

pieces are given a second home, extending their lifespan and helping to prevent valuable materials from ending up in landfill.

Alongside this, a proportion of our surplus furniture is donated to Furnishing Futures, a charity that creates fully furnished homes for women and children who have experienced homelessness or domestic abuse. Through its partnership with *Haines Collection*, donated furniture is carefully matched to families who need it most, ensuring every piece has the opportunity to create lasting social as well as environmental impact.

Together, these partnerships support our commitment to circular design, helping us minimise waste while ensuring quality products continue to be valued and used for years to come.





A CASE STUDY

Client projects

Waste reduction extends beyond our own operations and into the projects we deliver for clients. By challenging traditional approaches to procurement and disposal, we aim to keep valuable materials in use for longer and minimise the amount of furniture and fittings sent to landfill.

Throughout the past year, we prioritised the reuse and repurposing of existing items wherever possible. This included incorporating clients' existing furniture into new schemes, reducing the need for new purchases and extending the life of quality pieces already in circulation.

Where refurbishment offered a viable alternative to replacement,

we worked with specialist upholsterers to restore existing furniture. As of March 2026, **8%** of furniture specified across projects had been reupholstered, against a target of 10%. In addition to extending product life, using local craftspeople helped reduce transport-related emissions and supported local businesses.

We also sought opportunities to rehome items that would otherwise become waste. Samples, unused fabrics and furniture from client projects were donated to local schools and charities, while complete kitchens were carefully removed and rehomed for reuse rather than disposal. Clients were also encouraged to divert unwanted home and garden items

to local reclamation yards, ensuring materials remained in circulation wherever possible.

To further embed circularity into our design process, we introduced a target for antique and pre-owned furniture to make up a **minimum of 10%** of project specifications. Progress stood at **2% in September 2026**, with several projects still in procurement and further opportunities expected to be realised during the coming year.

By prioritising reuse, refurbishment and responsible disposal routes, we continue to reduce project waste while demonstrating that thoughtful design can deliver both environmental and commercial value.



OUR PLEDGE

Our commitment to waste reduction extends across every aspect of the business. We have set targets to reduce general studio waste, increase recycling, minimise food and electronic waste, extend the life of furniture and office equipment, responsibly manage printer consumables, reduce excess energy consumption and tackle digital waste.

By sharing progress with our team and stakeholders, we create transparency, maintain accountability and identify opportunities for continuous improvement. To support this, we are making several pledges that set out the actions we will take to drive further improvements and hold ourselves accountable for delivering meaningful progress.

- **Target 0% textile waste from our studio to landfill by 2027.**
- **Strive to continually increase the number of antiques specified in our projects.**
- **Continue to reduce our carbon footprint YOY.**

Impact

- AN OVERVIEW

At Sims Hilditch, we believe in using our platform to support meaningful causes and give back to the community. Through our charity partnerships and employee-driven initiatives, we contribute time, skills and resources to organisations that align with our values. From supporting vulnerable young people to championing diversity, we aim to use our skills and resources where they can have the greatest value.

We also invest in people and the next generation of talent. Through work experience, mentorship, education and volunteering, we share our skills and create opportunities for others to learn and grow. Alongside this, we are committed to the development, progression and wellbeing of our own team, building a culture where people can thrive and make a meaningful contribution.



A CASE STUDY

Jamie's Farm

Jamie's Farm is a UK charity dedicated to transforming the lives of vulnerable young people through farming, family and therapeutic experiences. Sims Hilditch has been proud to support the charity for many years, helping to create inspiring environments where young people can build confidence, develop resilience and thrive.

One of the most significant projects we supported was the recent transformation of Lower Shockerwick Farm, *Jamie's Farm's* newest home, located within the Cotswolds Area of Outstanding Natural Beauty, just eight miles from our studio. The project sought to preserve the estate's historic character while creating a welcoming, functional environment

that supports the charity's work with vulnerable young people. As the latest addition to *Jamie's Farm's* portfolio, Lower Shockerwick Farm has been thoughtfully reimagined to provide a setting where young people can build confidence, resilience and life skills through immersive farming experiences.

As a long-standing charity partner, we were proud to contribute **more than 100 hours of pro bono design and procurement support**, alongside volunteering days where members of our team helped deliver the project on site.

We also connected *Jamie's Farm* with our trusted supplier network, many of whom generously donated products or offered

reduced-cost solutions. Working collaboratively, we sourced durable, cost-effective furnishings and materials that met both the project's practical requirements and design ambitions.

Building on this partnership, we are pleased to introduce a new initiative for 2026 - **a 1% donation** to *Jamie's Farm* will now be included within all fixed fees for newly signed clients and outlined within our proposal and overview documents. This commitment creates a sustainable source of funding for the charity while enabling our clients to contribute to positive social impact through their projects.



Images: *Jamie's Farm* at Lower Shockerwick



A CASE STUDY

Maggie's

Alongside our partnership with *Jamie's Farm*, we also support an employee-nominated charity. This initiative ensures our fundraising efforts reflect the causes closest to the hearts of the people behind Sims Hilditch, keeping our impact both personal and meaningful.

For 2025-2026, our chosen charity is *Maggie's*, an organisation whose support improves the physical and emotional wellbeing of those living with cancer.

Founded to provide comfort, guidance and support to those navigating a cancer diagnosis, *Maggie's* has grown into a network of welcoming centres located beside NHS hospitals across the UK. These centres are designed by leading architects to feel like a home away from home, a place to escape from the clinical environment of the hospital.

At the heart of *Maggie's* is a team of Cancer Support Specialists, psychologists and benefits advisors - many NHS-trained - who offer expert guidance on everything from managing the side effects of treatment to handling financial concerns, family relationships and so much more. They also provide nutrition advice, exercise groups and workshops to support people in strengthening their body and mind during one of life's most challenging times.

Last September, our team proudly took part in the *Maggie's* London Night Hike, completing a 15-mile route across the capital at dusk and raising more than £4,000 to support the charity's vital work. Next year, we look forward to taking on the Yorkshire Three Peaks challenge as we continue our fundraising efforts for this remarkable organisation.



A CASE STUDY

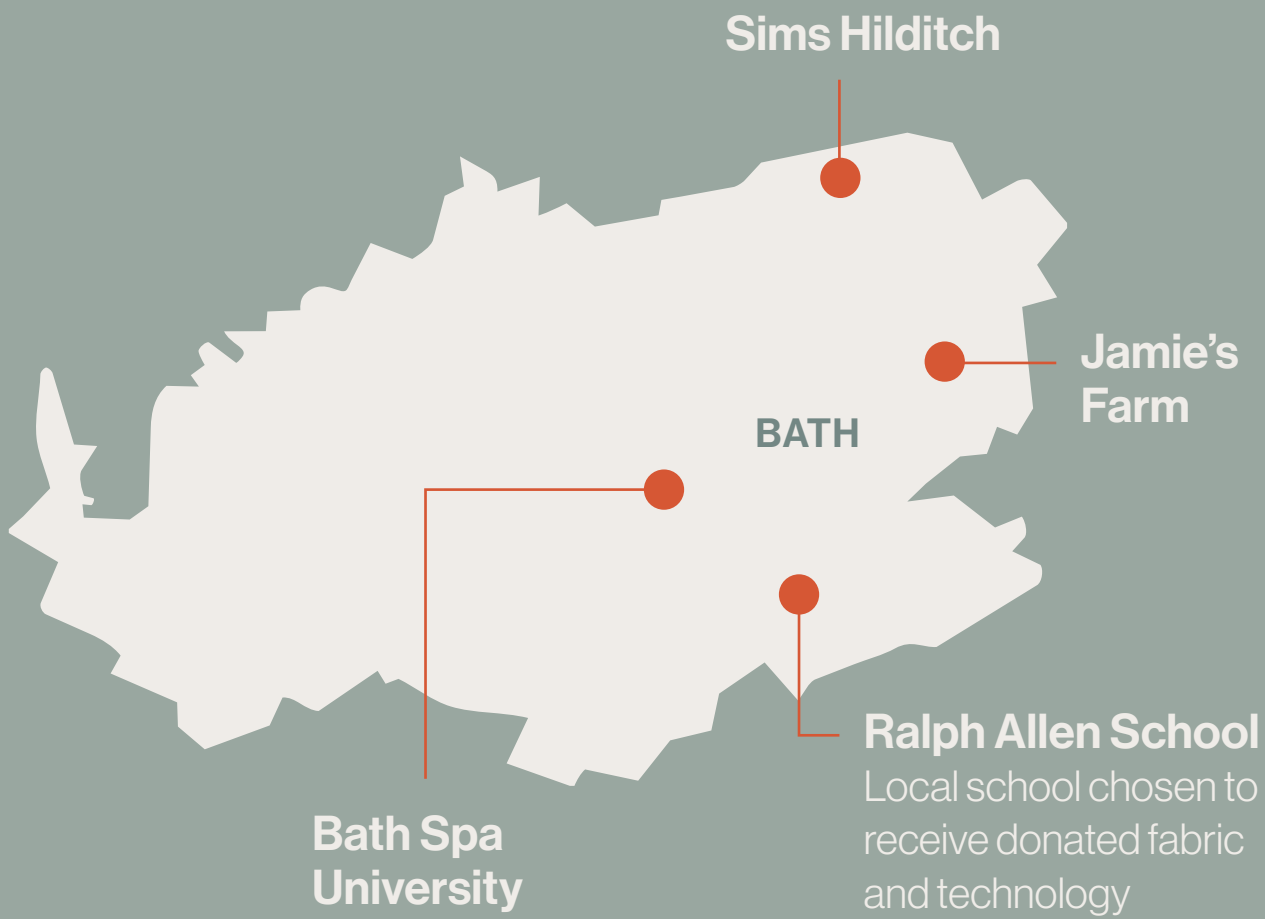
Community

Our commitment to community extends beyond charitable giving. As a studio, we believe in investing in the future of the design industry and supporting the next generation of creative talent. Longstanding partnerships with *Bath Spa University* and *KLC School of Design* form an important part of this commitment, providing opportunities for students to gain first-hand insight into the realities of working within a leading interior design practice.

Through mentorship programmes, work experience placements and guest lectures, our team share practical knowledge and career guidance, helping aspiring designers build

confidence, develop industry-relevant skills and better understand the opportunities within design. By opening our doors and sharing our experiences, we hope to encourage and inspire the designers, interior architecture specialists and creatives of tomorrow.

Supporting our wider community is also embedded within studio life. All employees are offered paid volunteering days, enabling them to dedicate time to causes they care about. These opportunities not only allow us to give back but also strengthen the sense of purpose and connection that underpins our culture.



RECOGNITION

The Sunday Times ‘Best Places To Work’ award

Last year, Sims Hilditch was proudly recognised by *The Sunday Times* as one of the UK’s Best Places to Work. Based on anonymous employee feedback and measured by staff engagement experts, the survey celebrates organisations leading the way in engagement, inclusion and wellbeing. As one of only a handful of interior design studios to receive this distinction, the recognition reflects our people-first culture and commitment to nurturing, fulfilling careers.

At the heart of that culture is our studio: a restored Grade II-listed building in the Cotswolds, surrounded by rolling countryside, wildflower meadows, beehives and vegetable gardens. It is an environment that embodies our belief that thoughtful, beautiful spaces positively influence wellbeing, creativity and connection. Shared lunches, countryside walks and open collaboration are all part of daily life.

We invest significantly in our people. Since 2022, investment in culture and development has **increased by 200%**, reinforcing our commitment to learning, progression and long-term career growth. In the last year alone, we celebrated **10 internal promotions** and launched our industry-first Partnership Scheme, creating clear pathways for advancement at every level. →



THE SUNDAY TIMES
**T Best Places
to Work 2025**
SMALL ORGANISATION



→ Learning and development are central to our approach. We provide a comprehensive programme of training covering leadership, communication, diversity and inclusion and mental health awareness, alongside regular ‘Lunch & Learns’ on topics ranging from financial wellbeing to sustainability. Every employee benefits from a tailored development plan, supported by professional qualifications and technical training. Recent initiatives have included CAD and SketchUp training for our design team, as well as accredited qualifications such as CIPD. In 2025, we committed to delivering more than **1,000 hours** of training across the business.

We also recognise the importance of flexibility and work-life balance. Our agile working model enables employees to balance professional and personal commitments through hybrid working, part-time opportunities and access to both our Cotswolds headquarters and central London office.

Supported by a robust technology infrastructure, 35% of our team currently work part-time. Additional benefits include enhanced annual leave, a birthday day off and gift, studio closure between Christmas and New Year, and early-finish Fridays throughout the summer and December.

Our industry-leading “Partnership Scheme” gives senior team members a meaningful voice in the future of the business through monthly strategic forums, opportunities to influence decision-making and access to an annual profit pool previously reserved for shareholders. The scheme has been embraced across the business and provides a clear pathway for future progression.

The strength of our culture is reflected in our retention rates: **54%** of our team have been with us for more than three years and **33%** for over five years. We actively listen to employee feedback and continually evolve our ways of working, introducing initiatives such as agile working, enhanced transparency and new development programmes directly in response to our annual team survey.



OUR PLEDGE

Creating a positive impact means looking beyond the projects we deliver to consider the difference we can make for our people, our communities and the wider society around us. Through charitable partnerships, volunteering, education and investment in our team, we are committed to using our skills, resources and platform to create lasting social value.

By sharing our progress openly with our team, clients and stakeholders, we strengthen accountability, celebrate the impact we create together and identify opportunities to do more. The pledges below set out the commitments that will guide our next steps, ensuring we continue to make a meaningful and measurable difference.

- Target 80% utilisation of paid volunteering days across the team.
- Activate a second pro bono design project within the next 12 months.
- Give old technology a second life by donating surplus laptops to local schools in need.





Final Word

Achieving B Corp certification has been an important milestone, but for us it marks the beginning rather than the end of the journey.

This Impact Report captures the progress we have made, the lessons we have learned and the ambitions we have set for the years ahead. It reflects a belief that has guided Sims Hilditch since the studio was founded: that exceptional design should be enduring, thoughtfully considered and create a positive impact beyond the homes we design.

As we continue to grow, our focus remains clear. We will continue to champion craftsmanship and longevity, reduce waste, support our communities, invest in our people and use our platform to encourage more responsible practices across the design industry.

We know there is always more to do. B Corp provides the framework to measure our impact, hold ourselves accountable and drive continuous improvement. By sharing both our achievements and the areas where we still have work to do, we hope to encourage

collaboration, spark meaningful conversations and contribute to lasting change across our industry.

At Sims Hilditch, we've always believed that good design should stand the test of time. Today, that also means designing and operating our business with greater responsibility. While we're proud of the progress we've made, our focus remains firmly on what comes next – continuing to learn, challenge ourselves and work alongside our clients, team and partners to create lasting positive change.



“

At Sims Hilditch, we've always believed that good design should stand the test of time. Today, that also means designing and operating our business with greater responsibility.

”

-Henry Hird, CEO

