



MEI LOCI

B Corp Positive Impact Report 2024/25

Community

Environment

Workers

Customers

Governance

People x Place





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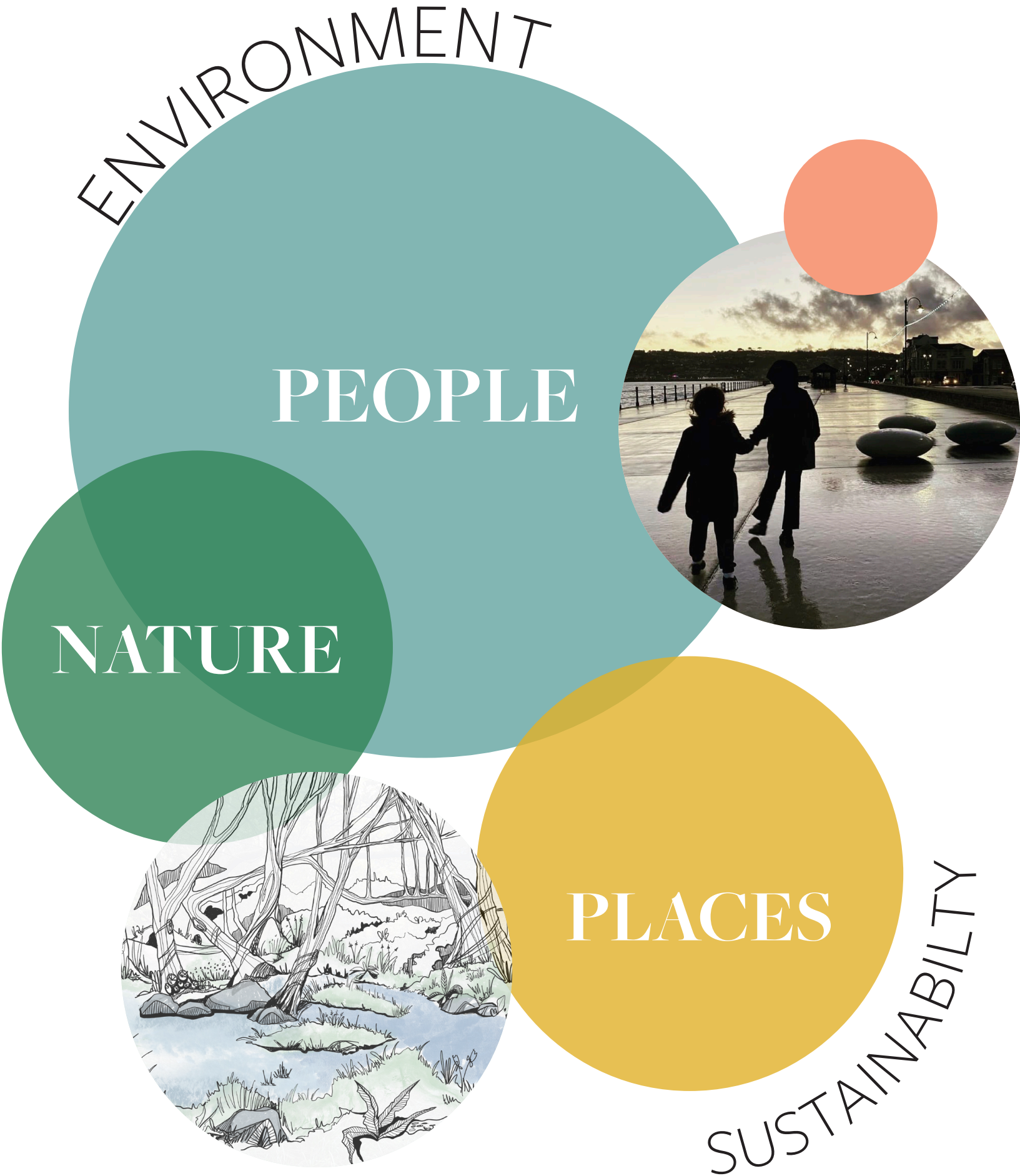
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B Corp Impact Assessment and Our Future Vision

At Mei Loci, we believe in the power of landscape architecture to create spaces where people and nature thrive together. As a certified B Corporation, we are committed to designing with purpose, leading with integrity and operating as a force for good. Our practice is rooted in the belief that places can heal, empower and regenerate for communities, ecosystems and future generations.

This Impact Assessment shares our progress and plans across the five pillars of B Corp: Governance, Workers, Community, Environment, and Customers. It also outlines our next steps as we grow our practice while deepening our impact.





A note from our Directors

This year marks our first full year as a certified B Corporation, a milestone that reflects both our values and the dedication of the entire Mei Loci team. From the beginning, we have believed that landscape architecture is more than design: it is environmental stewardship, community connection, and the creative act of shaping places where people and nature thrive together.

Becoming a B Corp formalised this commitment. It ensures that the way we operate, how we make decisions, support our team, collaborate with communities, and work with clients, aligns with our mission to heal landscapes, uplift people, and put the planet first.

This Impact Assessment shares how that mission has guided our work over the past year. We have delivered open-space masterplans that support health and wellbeing, advanced environmental regeneration projects such as the White River Vision, and helped create greener, healthier town centres across Cornwall, including improvements to Penzance through enhanced streets, St Anthony's Gardens, and new pocket parks. We have supported schools in improving outdoor environments, contributed to Biodiversity Net Gain, and championed nature-based solutions in every project.

We have also strengthened our internal foundations, embracing flexible working, investing in our team's development, and preparing for a new studio space with an office garden. These steps ensure we can scale our impact while staying true to our purpose. Our collaborations with communities, clients, and partners have continued to enrich our work, from planting a nature recovery field with Forest for Cornwall to delivering projects such as the Making Space for Sand visions and the Park Gerry masterplan in Camborne.

We believe thoughtful, intentional design can drive meaningful change, and that purpose-led work can be both rigorous and deeply rewarding.

To our fabulous team, clients, collaborators, and community, thank you for your continued trust and partnership.

Michael and Patricia Hawes

Founder Directors



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Our B Corp Scorecard

We are proud to be a certified B Corporation, joining a global movement of businesses using their influence as a force for good. Certification requires a rigorous assessment of social, environmental, and governance performance, with a minimum score of 80 needed to qualify.

Our current B Impact Score for the fiscal year ending 31 March 2025 is: 89.3

This reflects the strength of our values-driven practice and our ongoing commitment to responsible business, people-positive culture, and environmental regeneration.

Impact Area	Score
Governance	17.5
Workers	26.7
Community	26.1
Environment	14.8
Customers	3.9
Total	89.3

The average score for businesses undergoing the B Impact Assessment is 50.9.

What This Score Represents-

Each point reflects decisions, actions, and commitments we've made across every aspect of our work, from reducing our carbon footprint to supporting our community and creating a workplace where people can thrive.

We'll continue to use the B Corp framework to guide and challenge ourselves, ensuring that Mei Loci delivers meaningful, measurable impact year after year.

Our overall B Impact Score

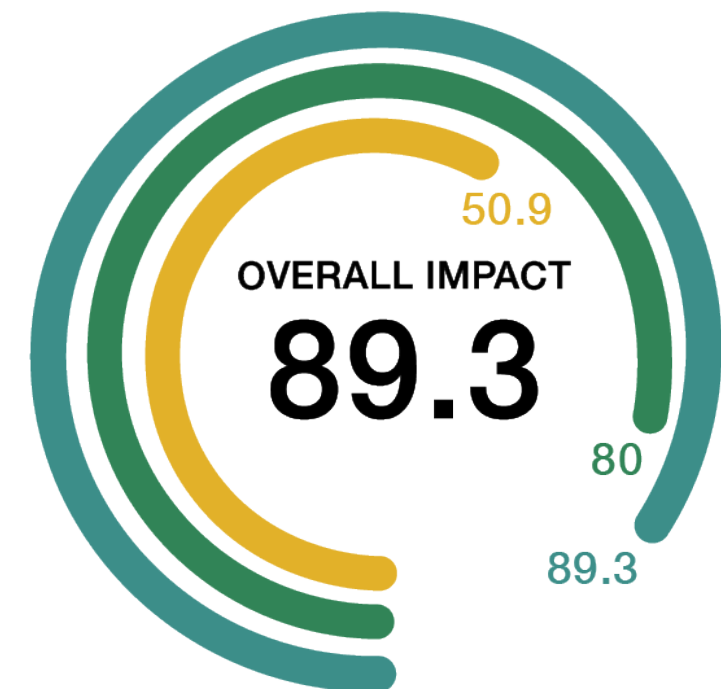
89.3

50.9

Median Score for Ordinary Businesses

80

Qualifies for B Corp certification



GOVERNANCE

17.5

Community
26.1

CUSTOMERS
3.9

Workers
26.7

ENVIRONMENT
14.8

B Impact Area Scores

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A few Highlights of 2024 /25

1 New Graduate Employee

3 Work experience placements +
2 summer internships.

Events Held

‘Branch out’ - BNG + Tree Canopy Seminar Day for with the
Landscape Institute South West + The Arb Association

Over 65 Projects awarded

The opportunity to collaborate on an extensive range of
exciting projects.

Over £2000 in Charitable Donations

Over £2000 in charitable donations to our chosen
environmental + community charities.

Volunteered Time

For Beach Cleans for Surfers against Sewage +
Creating a show garden for The Wave Project,
Tree planting, and Gardening!

1. Governance

Embedding Purpose and Accountability

Our governance structure reflects our commitment to ethical, responsible, and regenerative design. We have taken deliberate steps to ensure that the way we operate aligns with our values:

- Committed to the Triple Bottom Line of people, planet, and profit.
- Worked with a business coach to embed purpose-driven strategies across all areas of operations, establishing a more equitable team-working structure for the year ahead.
- Prioritised projects that deliver social, environmental, and community benefit.
- Revised our terms and conditions to reflect our B Corp values, ensuring clients acknowledge and support our mission.
- Improved financial transparency and increased opportunities for team input into key business decisions.
- Transitioned directors to a hybrid-electric vehicle to reduce transport-related emissions.



2. Workers

A Studio That Supports People

We recognise that our ability to create meaningful impact begins with our people. We are committed to fostering a fair, flexible, and inspiring workplace that supports growth, wellbeing, and collaboration. Over the past year, we have:

- Offered hybrid and remote working options to support work-life balance.
- Provided flexible and inclusive employment arrangements for parents and carers.
- Delivered regular in-house CPD sessions and formal team training.
- Supported tailored professional development, including garden design masterclasses and traditional Cornish hedge-building.
- Held celebrations and team-building days, such as our annual Christmas gathering, beach outings, and visits to local nurseries.
- Invested in a new studio structure to bring greater clarity, fairness, and recognition to roles, workloads, and contributions across the team.
- Strengthened team collaboration by encouraging shared working, creative problem-solving, and peer learning.
- Supported new talent through work experience opportunities, hosting three week-long school placements.
- Helped develop young landscape professionals through two longer-term paid internships.
- Employed a recent graduate from the University of Gloucestershire through our Graduate Placement scheme.
- As part of the next stage of our business development, we are trialling a four-day working week, with full pay for all staff, to promote fairness, wellbeing, and balanced workloads.



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3. Community

- White River Vision (St Austell) – Creating a catchment-wide plan to improve water quality, biodiversity, and access.
- Making Space for Sand (Polzeath and St Gothians) – Nature-based coastal management with the Environment Agency and Cornwall Council, where plans were developed in close collaboration with the local communities.
- Elizabeth Sampson Playing Field in Connor Downs – Working with locals to reimagine a neighbourhood park and supporting the local Parish Council and Residents Association to secure funding for the delivery of the Park..
- Richmond Gardens, Carbis Bay – Enhancing a green space for wellbeing and biodiversity.
- Park Gerry, Camborne – Urban planting of 60 trees, and community greening co-ordinated with The Forest for Cornwall.
- Wheal Maid – Proposals for a post-mining landscape, led by and for the local community.



We are proud to support



4. Environment

Regenerative Design at the Core

Every project we take on is an opportunity to support biodiversity, climate resilience, and ecological renewal.

In September 2024, we hosted a sector-leading training event on Biodiversity Net Gain (BNG) and Tree Canopy Cover in partnership with the Landscape Institute South West and the Arboricultural Association. Featuring expert speakers from Evolve Trees, Spaldings Associates, and Mei Loci, the event brought together professionals from across the construction, landscape, and planning industries in Cornwall and Devon. This training forms part of our commitment to advancing knowledge and collaboration and supporting the transition to nature-positive development.

- Our environmental practice is grounded in evidence-based design, innovation, and long-term stewardship. This year, we have strengthened our contribution to environmental regeneration through:
- Championing nature-based solutions, integrating rain gardens, wetlands, multifunctional SuDS, and habitat creation into development projects to enhance ecological resilience and climate adaptation.
- Embedding low-carbon design principles, including the use of sustainable materials, circular economy thinking, and resource-efficient construction methods within our specifications.
- Partnering with Forest for Cornwall to support community-based tree planting, contributing to regional canopy expansion and carbon sequestration efforts.
- Improving our own operational sustainability, through active composting, responsible green-waste management, and plans to expand on-site composting facilities in our new office garden.
- Collaborating with leading environmental organisations, including the Environment Agency, Cornwall Council, and The Woodland Trust, reinforcing our role in large-scale environmental recovery and community resilience.
- Contributing to local environmental stewardship by participating in beach cleans, community planting, and hands-on conservation activities that care for the places where we live and work.



5. Customers

Supporting Our Clients to have an Impact

Our clients are our partners and collaborators, working with us to shape places that deliver meaningful social and environmental value. We believe the most impactful outcomes are achieved through open dialogue, shared ambition, and long-term collaboration

- Over the past year, we have strengthened our approach to client engagement, ensuring that every project is grounded in a clear shared purpose and ambitious environmental goals. Our work in this area includes:
- Embedding sustainable design principles from project inception, prioritising habitat creation, climate-resilient planting, and the use of low-impact, future-ready materials.
- Integrating our B Corp values into client onboarding and terms of service, ensuring alignment with our mission and a shared commitment to responsible, regenerative practice.
- Providing workshops, training sessions, and clear, transparent communication, enabling clients to understand the wider ecological, social, and long-term implications of their projects.
- Delivering high-quality, enduring design outcomes that support public health, promote social equity, and contribute to environmental regeneration.
- We continue to refine our client engagement and communication systems to strengthen collaboration, improve clarity, and ensure our clients feel informed and empowered to co-create purposeful, resilient, and impactful landscape solutions.

Many of our clients are public bodies, charities, and community organisations seeking long-term, nature-positive solutions that deliver value beyond the brief.

Our clients share our commitment to using design as a force for good, creating places that support people, nature, and long-term resilience.



The opening of Brookwood Cemetery, St James Gardens Memorial space

Final Reflection

At Mei Loci, we design landscapes as an act of care, for people, for nature, and for the future.

As a B Corp, our mission is not just to do good work, but to be a good business: fair, thoughtful, inclusive and resilient.

We are proud of the work we've achieved this year and are excited about the journey ahead. We remain committed to creating places that reflect the deep interconnectedness of land, community, and ecology. We will continue to use our business as a platform for positive, lasting change.

Our Next Steps

As we continue to grow as a B Corp, we remain focused on deepening our impact and strengthening our commitment to doing business for good. Our key priorities for the year ahead include:

A New Office and Garden

We have just moved! To a larger, more sustainable office that offers:

- More control over our energy use and supply, so we can switch to fully renewable energy and monitor our energy use a business.
- An office garden! Perfect for testing our plant combinations, growing food, composting waste and outdoor working - enjoying the outdoors together!

Fairer and More Structured Operations

- We are introducing clearer studio roles, policies, and expectations
- Creating a more equitable, transparent working culture
- Supporting staff through improved systems for feedback, development, and recognition

Leadership Coaching and Strategic Planning

- We are working with a business coach to embed the Triple Bottom Line across everything we do
- Exploring new structures for team input, better shared leadership and strategic planning

Continued Charity and Pro Bono Work

- We have already begun working on a new and thoughtful community project - (more details to follow!)
- Our aim is to offer 1% of our time annually for pro-bono, volunteer and community work.

Staff Well-being, Training and ongoing CPD

We will be trialling a new working structure to support team well-being, including:

- We are currently trialling a four-day working week to bring more equality across the team.
- Outdoor working opportunities in our new office garden
- Quarterly well-being events or volunteer days as a team
- Continuing professional growth through tailored CPD, mentoring and professional networking.
- Hosting events, talks/networking days to share knowledge, insights and build stronger alliances.
- Maintaining strong connections with the Landscape Institute, Arboricultural Association and other like-minded B Corps.
- Exploring more community and collaborative projects with other regenerative design practices.
- Continue working alongside charities and organisations that make positive impacts.



'Where Nature Heals' Sculpture at West Middlesex University Hospital, by Mei Loc



Association
for Heritage
Interpretation



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