

GUIDE TO STRUCTURA UK 2026



by lucy greene

STRUCTURA

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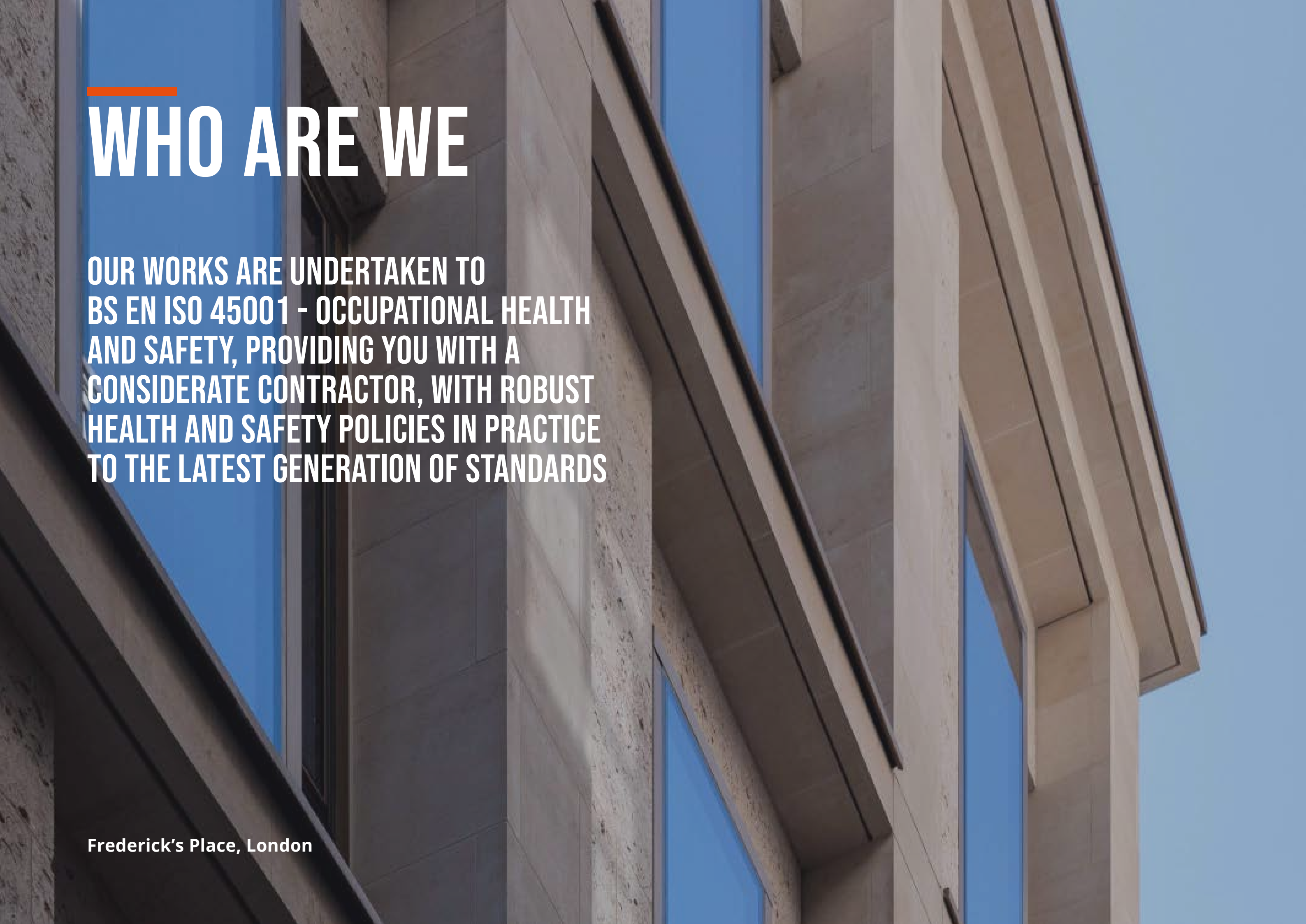
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WHO ARE WE

**OUR WORKS ARE UNDERTAKEN TO
BS EN ISO 45001 - OCCUPATIONAL HEALTH
AND SAFETY, PROVIDING YOU WITH A
CONSIDERATE CONTRACTOR, WITH ROBUST
HEALTH AND SAFETY POLICIES IN PRACTICE
TO THE LATEST GENERATION OF STANDARDS**

Frederick's Place, London

WHO WE ARE COMPANY OVERVIEW

Established in 1990, we're a Carbon Neutral, triple ISO certified principal and sub-contractor delivering architectural glazing design, fabrication and installation throughout the UK and Ireland.

In partnership with leading European curtain wall system manufacturers and glass producers we undertake bespoke, ambitious and out-of-the ordinary projects, drawing on our collective experience to solve problems before they arise.

Through our own exacting standards of excellence and accreditation, we've been trusted to refurbish some of the country's highest profile landmarks including Grade listed buildings such as The National Gallery, The Royal Academy of Arts and BT Tower.

Today, we're a 100+ strong team of more than 15 nationalities working from multiple locations. Proudly owned by our people since 2025, as an Employee Ownership Trust the future of our business is safeguarded by the people who built it. This means we offer our clients true stability and commitment to long-term partnership.

This ethos lies at the heart of what makes us tick - it means we act with genuine integrity in every single project we deliver because we're just as invested in its success as you.

Social value guides our decisions and shapes our work. We are proud signatories of The Building Mental Health Charter since 2020, and continue to champion diversity and inclusion across our business. As a neuro-inclusive organisation, we have dedicated Ambassadors who support our teams and help create an environment where everyone can thrive. We are also committed to being a family-friendly employer, offering flexible working wherever possible, and pay the London Living Wage to all employees.

“WE'RE EVERY BIT AS
INVESTED IN THE SUCCESS
OF OUR WORK AS YOU.”

WHO WE ARE COMPANY OVERVIEW



Structura hold our main office and factory in Greater London, we are a London Living wage employer (nationwide, to all employees) and celebrate our values as a rewarding business to be part of. We have strong values including Diversity, Inclusion, Integrity and Teamwork.

As a team built up over more than 35 years, we know the importance of going above and beyond for our most valuable asset – our people.



At Structura, we recognise and value neurodiversity as a key aspect of human diversity. We are committed to creating an inclusive, supportive, and empowering environment for neurodivergent employees.

By fostering a workplace culture that embraces different ways of thinking, processing, and interacting, we aim to unlock the full potential of all our colleagues. We're proud to be recognised as a Gold Standard Employer through Autistica's Neurodiversity Employers Index (NDEI), an independent evidence-based framework to help benchmark inclusion in the workplace.



**Proudly
employee
owned.**

Since November 2025, Structura UK has been proudly employee owned. The trust is overseen by trustees, who act in the best interests of the employees, known as beneficiaries. The other shareholders are the directors; they hold the remainder of the shares.

Employee-owned businesses regularly outperform their peers in almost every metric – they're 8-12% more productive and invest more in their people, innovation and communities.

WHO WE ARE OUR VALUES



STRONGER TOGETHER

Although we have expanded far beyond our early days, our core family values are still the beating heart of what makes us, us. The precision and integrity we bring to every single project only work if we are in it together. It's that simple.



REAL RELATIONSHIPS

Having worked with some of our clients and suppliers for over 35 years, we pride ourselves on building open and honest relationships that stand the test of time.

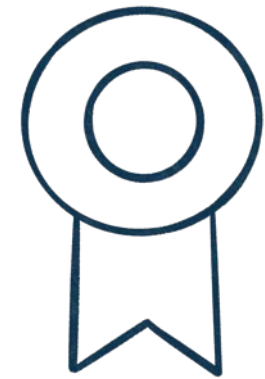
This means adopting fairness as a mindset, resilience through the challenging periods as well as the good ones, and always being willing to work together to find the best possible outcome.



EMBRACE GROWTH

It would be easy to assume that our long-standing experience makes us think we've seen and done it all. But while we bring all our experience to the table, we know that combining this with an innovative, future-facing mindset is what really gives us our edge.

We encourage a growth mindset across all levels of the business; it keeps us as motivated today as the day we started.



MAKE IT MATTER

Whilst we'd never suggest that work is everything, we do believe that taking pride in our work is worth the time and effort. So whether it's sharing new ideas, celebrating our successes or going above and beyond, we know that when we make it matter the rewards quickly follow.

WHO WE ARE DIRECTORY

Registered in England 2499497
VAT registration 564012274
Operations commenced 1984
Date of Incorporation 1990

DIRECTORS

Structura's directors are responsible for the overall leadership and strategic direction of the business. They play a key role in setting company objectives and supporting the successful delivery of projects. Their experience and oversight help guide decision-making and maintain alignment with our long-term vision.

Director Robert Sanders	Director Anne Beal
Director Paul Mackett	Managing Director Daniel Rickman

NON- EXECUTIVE DIRECTORS

Non-Executive Director David Rickman
--

ASSOCIATE DIRECTORS

The associate directors each have a shareholding in the business.

This ensures they are invested in our long term success and aligned to our business goals.

Associate Director of Major Projects Mark Restall	Associate Director of Retrofit David Beal
Pre-Construction Associate Director Simon Keam	Associate Technical Director Mike Ford
Associate Design Director Arnaud Francois	Associate Director of Fabrication David Sanders

OTHER KEY PEOPLE

All of our team are key, but many work behind the scenes and focus on the operation of our business, as such they're less likely to be able to introduce themselves in person when your project is live.

Pre-Construction Manager Alex Patel	Senior Document Controller Alison Downing
Sales Ledger & Credit Control Administrator Hemi Ladwa	Commercial Manager Brad Foard
Senior Pre-Construction Manager Mark Taylor	Project Director Liam Murtagh
Project Director Matt Taylor	Senior Project Manager Daniel Restall

WHAT WE CAN DO FOR YOU

The Parcels Building, London

WHAT WE CAN DO FOR YOU

CAPABILITIES OVERVIEW



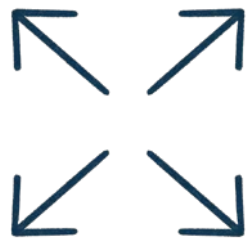
We're highly experienced specialists in our field, with a wealth of knowledge built through commercial renovation and remedial works.



We give you access to our trusted and robust supply chain where suppliers are not only assessed on price but on quality, reliability and environmental credentials.



Family is an integral theme throughout our business, we grow and develop our people to share a set of common values and work ethic. It means we care about doing the right thing, always.



We extend the serviceable life of a building, façade, entrance or fenestration with effective maintenance, but have the capacity for the design, manufacture and installation of full replacement works by our directly employed, highly skilled workforce.



We provide you with a key point of contact for the full end-to-end process, responsible for every stage of delivery.



We often overcome common issues of missing 'As built' information and resolve this with investigative surveys or 3D printed prototype solutions.

Unlike new build projects constructed to a detailed design, our experience in remedial works enables us to deploy our technical expertise to its fullest - where there is no blueprint, we create one.

WHAT WE CAN DO FOR YOU

CAPABILITIES OVERVIEW



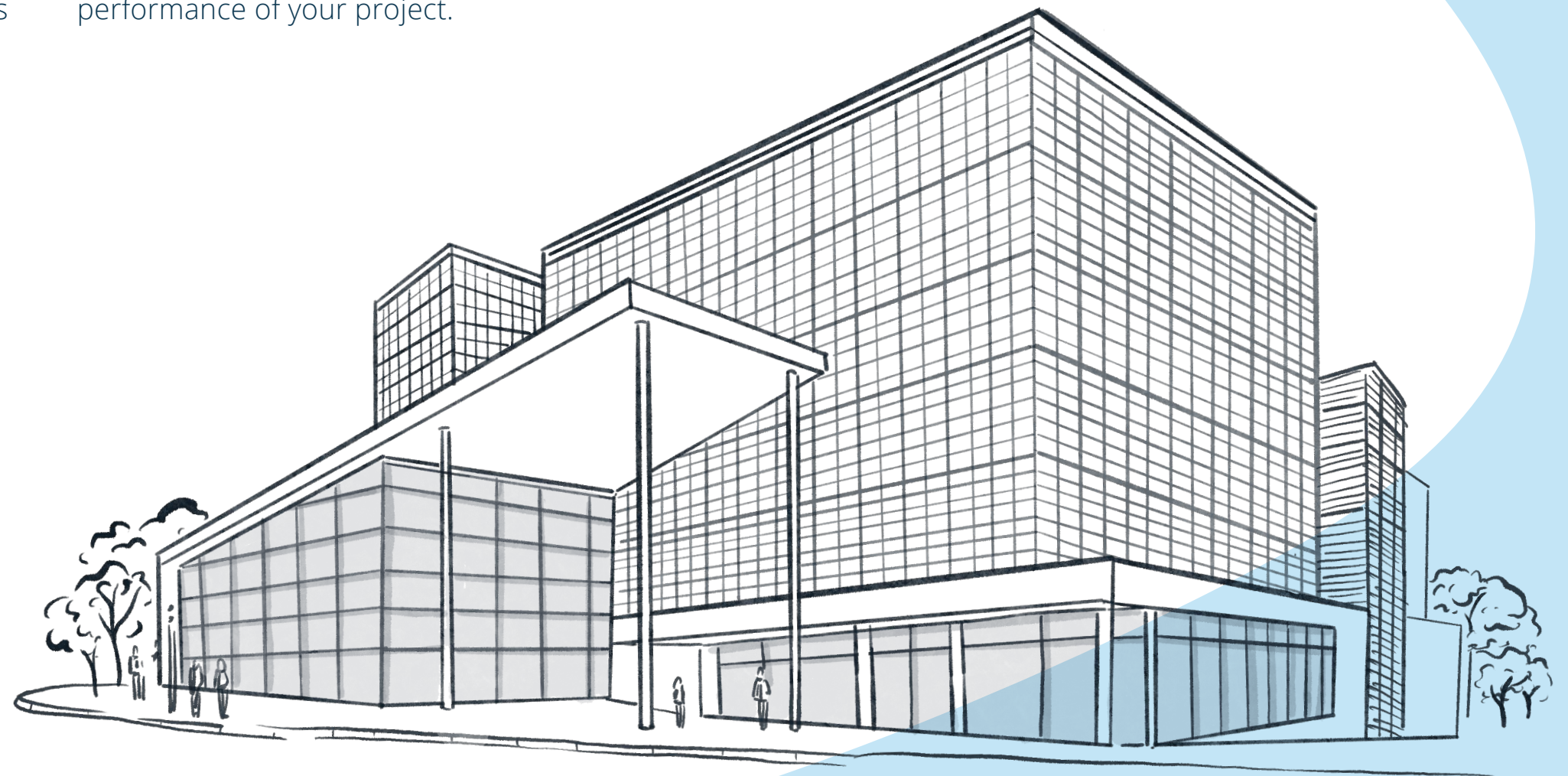
We are a London living wage employer and fabricate all materials at our purpose-built factory. Our resources are often local to the projects we undertake, therefore reducing the 'last miles' of our materials between manufacture and installation.

This enables us to fabricate to 'Just-in-Time' principles in line with programmes, without the inherent risk involved when sub-contracting this service which can reduce control or influence.



We are passionate about sustainability and are currently working towards our own Net Zero goals supported by our carbon reduction ISO certification.

Working with us means you'll be partnering with a contractor dedicated to optimising the sustainable performance of your project.



WHAT WE CAN DO FOR YOU

INDUSTRY AWARDS

We're proud to see our works regularly feature in prestigious industry awards, some of our recent highlights include:



RIBA UK AWARDS 2026
South Award **Winner**



AJ RETROFIT & REUSE AWARDS 2025
Private/Individual Renovation Award **Shortlisted**
Positive Addition Award **Shortlisted**



SCHUCO EXCELLENCE AWARDS 2024
Overall **Winner**
Refurbishment & Adaptive Reuse Award **Winner**



RIBA UK AWARDS 2024
London Award **Winner**
Reinvention Award **Shortlisted**



CIBSE FAÇADE DESIGN & ENGINEERING AWARDS 2023
Sustainability Project of the Year Award **Winner**



AJ ARCHITECTURE AWARDS 2023
Refurbishment of the Year Award **Winner**
Workplace Award (up to £5M) **Shortlisted**



SCHUCO EXCELLENCE AWARDS 2023
Overall **Winner**
Sustainability Award **Winner**
Education Award **Winner**



RIBA UK AWARDS 2021
National Award **Winner**
South West Award **Winner**
London Award **Winner**



MICHAELMOORS PROPERTY AWARDS 2020
Heritage Project of the Year Award **Winner**



RIBA UK AWARDS 2017
London Project Architect of the Year Award **Winner**
London Award **Winner**

WHAT WE CAN DO FOR YOU

INDUSTRY AWARDS

We're also proud to see Structura as a Business feature in prestigious industry awards, some of our recent highlights include:



AUTISTICA NDEI® AWARDS 2025
Gold Award



COMPANY CULTURE AWARDS 2026
Best Cultural Transformation Award **Shortlisted**
Best Diversity, Equality & Inclusion Initiative Award **Shortlisted**



DESIGN & BUILD AWARDS 2026
Best Facade & Glazing Refurbishment Specialists Award **Winner**



THE STEVIE INTERNATIONAL BUSINESS AWARDS 2025
Excellence in Circular Economy Practices **Bronze Award**



LLOYDS BRITISH BUSINESS AWARDS 2025
Small to Medium Sized Business of the Year Award **Shortlisted**



MACE BUSINESS SCHOOL AWARDS 2025
Commitment to Training Award **Winner**

WHAT WE CAN DO FOR YOU

TESTIMONIALS

“THIS EXCEPTIONAL AND INSPIRING ADAPTIVE REUSE PROJECT ILLUSTRATES HOW THE INDUSTRY HAS EVOLVED TO MEET CONTEMPORARY PERFORMANCE REQUIREMENTS, WHILE MAINTAINING THE ORIGINAL AESTHETIC INTENT.”

- Carol Patterson, OMA

“THE REFURBISHMENT OF THE FAÇADE ON THIS OUTSTANDING ADAPTIVE REUSE PROJECT IS PARTICULARLY SUCCESSFUL, COMBINING SENSITIVE REPAIRS AND REUSE OF THE PRIMARY FRAMING AND CURTAIN WALLING CHANNELS.”

- Ingrid Petit, Fielden Fowles

“THIS IS AN EXEMPLARY MODEL FOR REPURPOSING A BUILDING THROUGH THOUGHTFUL FAÇADE DESIGN AND THE CLEVER USE OF STANDARD SCHÜCO PRODUCTS. THE RESULT IS SIMULTANEOUSLY FRESH, CONTEMPORARY AND CONTEXTUAL.”

- Carol Patterson, OMA

“THE SOPHISTICATED FAÇADE COMPRISES AN INSULATED, SOLAR-COATED SCHÜCO CURTAIN WALLING SYSTEM DRESSED IN A SERIES OF FINELY CRAFTED CHAMFERED STONE FINS OF VARYING DEPTH TO DELIVER A HIGH-PERFORMANCE ENVELOPE BORN OUT OF FABRIC-FIRST PRINCIPLES TO TARGET A NET ZERO CARBON AGENDA.”

- Holly Galbraith, Architect & UCA Associate Lecturer

“THIS IS A HIGH-QUALITY RETROFIT SCHEME COMBINING NATURAL STONE WITH RECONSTITUTED PRECAST CONCRETE AND COMPLEMENTED BY SCHÜCO CURTAIN WALLING, INCLUDING PROJECT-SPECIFIC CAPPING, INTERFACE DETAILING, AND DOORS – ALL CRAFTED BY STRUCTURA.”

- Steve Mudie, Turner & Townsend Alinea

WHAT WE CAN DO FOR YOU

KEY BUSINESS PERFORMANCE & INSURANCES



TURNOVER

FY23

£12.5M

FY24

£19.9M

FY25

£21.1M



PROJECTED ORDERS

FY26

£25M

FY27

£26M



INSURANCES

Professional Indemnity

£5M

in the aggregate

Employers Liability

£20M

any one occurrence

Public Liability

£20M

any one occurrence

Product Liability

£10M

any one occurrence

HOW WE DO IT



St. George's College, Surrey

HOW WE DO IT

DEPARTMENT OVERVIEW

From the first point of contact right through to the final installation, every one of our teams draws on a wealth of experience to produce the highest standards of quality and detail.

1. ESTIMATING TEAM

Tender proposals set the foundations for successful projects, so we invest heavily at this early stage, drawing on the experience of directors and our technical manager, as well as conducting site visits to drive out the best methodology.

This enables us not only to meet the specification required, but to interrogate it to make improvements or efficiencies wherever possible, with the best intentions of the client and project at the core.

2. DESIGN TEAM

Our design department drive the detail of every project specification, turning our client's vision into reality. Closely supported by our Design Director and Technical Director, our highly experienced team of skilled CAD designers are tasked with executing regulation and applicable standard compliance for all of our projects, coordinating seamlessly with our contract partners as the work progresses.

Never standing still, we use 3D printing for the design and production of bespoke fittings. Using the latest software, we can develop prototypes and print them overnight, testing in situ and identifying any unforeseen issues at inception stage.

3. PRODUCTION TEAM

Our purpose-built factory in London is a key point of difference within the industry, enabling our production team to fabricate the materials for our projects without the need for sub-contracting.

Our works are all Made in Britain, and we're trusted by the leading European curtain wall system manufacturers to transform their aluminium extrusions into the materials installed for our clients' projects.

4. SITE TEAM

Our project and site teams have successfully delivered projects on time and budget throughout the UK for over 30 years, including multiple landmark Grade II listed properties and high security locations.

Health and Safety is a key business focus, as is the mental wellbeing of our staff via our Mental Health First Aiders. Our ISO accreditation ensures Health & Safety is at the centre of everything we do.

HOW WE DO IT

HEALTH, SAFETY & MENTAL WELLBEING

As a responsible employer, Health and Safety is of paramount importance to us, as is the mental wellbeing of all our staff.

We are BS EN 45001 registered and employ external auditors to regularly inspect our sites, ensuring our teams return home every day to their families.

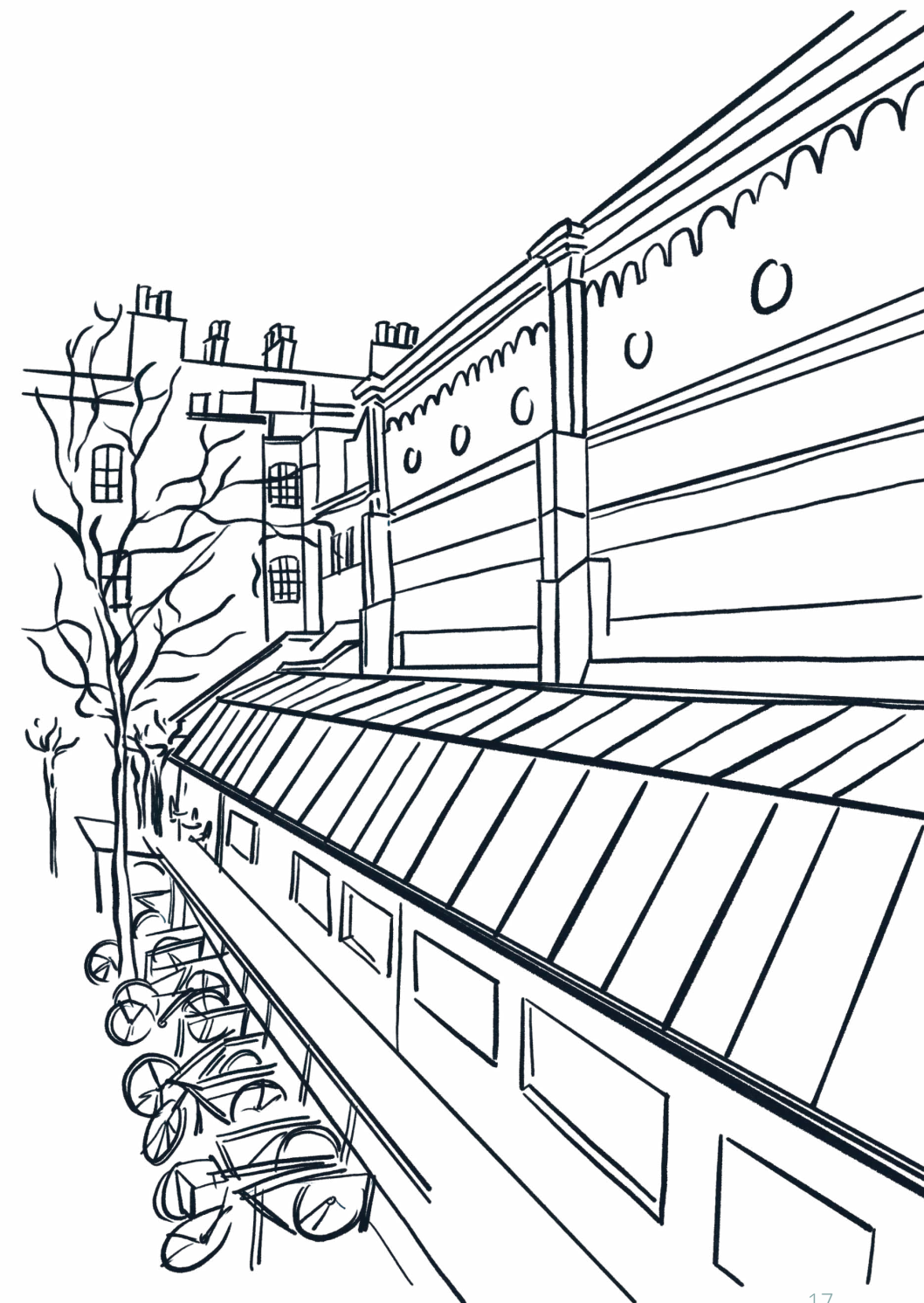
We recognise that successful Health and Safety management can only be achieved with the support and commitment of all our employees, many of whom are empowered to assist in decision making through our regular H&S Committee meetings.

We ensure our H&S policy is documented, implemented, maintained, communicated and understood at all levels of the organisation.

All employees and contractors alike are made aware of their Health and Safety obligations; legislation is the minimum acceptable standard.

Our Mental Health First Aiders have regular discussions with our senior management to ensure we are offering support to our team wherever possible, as well as providing the working conditions our team deserve.

We've offered this training to everyone in the business to break down the taboo around the subject as well as signing up to the Building Mental Health Charter, which aims to tackle the mental health crisis in the industry and provides us access to toolbox talks and appropriate training.



HOW WE DO IT

QUALITY CONTROL



Whatever the project or challenge, quality at Structura is never compromised.

We are proud to have maintained triple ISO certification for many years, and are registered to the following standards:

- ISO 9001 – 2015 Quality Management
- ISO 14001 – 2015 Environmental Management Systems
- IISO 45001 – Occupational Health and Safety
- ISO 14064-1 – Carbon Reduction

We observe a quality assurance system compliant with ISO 9001, with formal procedures which are constantly maintained to meet customers' needs.

Quality depends on taking steps to avoid potential deficiencies, the prompt detection of adverse trends and conditions and the swift implementation of corrective action.

Our suppliers are required to conform to all aspects of our quality system and are vendor-rated to ensure continued compliance.

We are full members of the Centre for Window and Cladding Technology (CWCT), the Construction Health and Safety Group (CHSG) and Achilles Common Assessment Standard.

Bath Spa University

Schuco Excellence Award winner 2023,
Overall, Sustainability Award, and Education

HOW WE DO IT

SUSTAINABILITY

From in-office recycling, removing single use plastic drinks machines, paperless working, LED factory lighting, stringent waste reduction of construction materials right down to the tissue in our toilets, we believe sustainability is no longer a nice-to-have for any business, but an integral part of how we should be driving the industry forward in the right way.

Carbon Neutral Britain™



HOW WE DO IT SUSTAINABILITY



COUNTDOWN TO NET ZERO

We have an ambitious sustainability roadmap (see next page), including obtaining both ISO 20400 and ISO 14064-1 certification on our journey to achieving Net Zero.



LEVERAGING LOCAL PRODUCTION

Our purpose-built factory sets us apart within the industry, enabling us to fabricate locally to the end destination and reducing the energy lost in transportation.

This also affords us complete control over quality and timings.



50%

We have actively targeted the carbon reduction of our scope 1 & 2 emissions as a business, and in 2024 confirmed that this has reduced by more than 50% vs our base year of 2018.

This is the (combination) culmination of the many initiatives that we've introduced into the business.



GREEN MILES

Our electric car fleet has been steadily growing since 2019 and we are now 100% Battery EV.

Our electric vans assist us with local deliveries and materials collections, reducing the energy lost to 'last miles'.

HOW WE DO IT STRUCTURA SUSTAINABILITY ROADMAP



2011

Installation of solar array at our head office and AMF in Chessington, significantly reducing our input to operate from the National Grid.



2018

Calculate carbon footprint to set our base year.



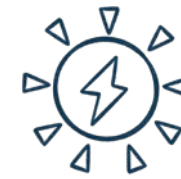
2021

100% Green energy only confirmed for head office & AMF.



2020

- Implement policy of replacement car fleet with zero emission vehicles.
- Embrace remote and hybrid working, reducing employee travel and operational carbon within all offices.
- 1st zero emission vehicle in the business.
- Monitor, measure and compare utilities consumption in offices.



2023

- Invest in solar battery storage and energy efficient advanced manufacturing CNC machinery.
- Company car fleet policy to be exclusively powered by renewable sources.
- EPDs utilised for key scope 3 emission category products.

Actively promoting and securing work to support a circular recycling economy, partnering with key stakeholders at each stage of the process.

Depart Dorking site.

Open serviced office in South West to reduce travel requirements and recruit locally to area identified for opportunity.



2022

Achieved ISO14064-1 commitment to carbon reduction vs base year.

Achieved certified carbon neutral status.

Depart Ashford site for more sustainable serviced office space.



2025

- 2025 40% reduction in scope3 teCO2 emissions (p£m)turnover vs base year.
- 100% product EPDs for all significant scope 3 category material purchases.
- Head office and AMF powered 100% by renewable sources (light/heat/cooling/hot water/power) inc. self-generated power (solar/wind).



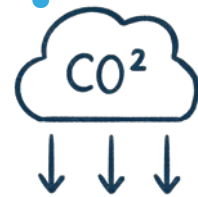
2027

- Continued commitment to ISO 14064-1, carbon neutral status and prioritising suppliers that support and enhance this.
- 60% reduction in scope3 teCO2 emissions (p£m)turnover vs base year, ahead of the SBTi Target of 50% GHG by 2030.
- Actively promoting and securing work to support a circular recycling economy,



2032

- Certified Net Zero Carbon business*
- *Knowing the requirements of Net Zero Carbon, this target date is dependent on our supply chain and industry in developing (and supplying competitively) low carbon alternative products. We'd love to be more ambitious than this even, but the industry needs to embrace low carbon products and alternatives long ahead of the acknowledged 2050 target.



2024

- 50% operational carbon reduction vs base year (scope 1&2).
- 100% zero emission car fleet throughout business (20+ vehicles).
- New product and service offering supporting low carbon construction.



2026

- Published Net Zero roadmap with support and insight throughout industry and supply chain.
- Triple bottom line reporting of business performance (people, planet + prosperity) with equal focus.



2028

- 100% zero emission commercial fleet throughout the business.

HOW WE DO IT

STRUCTURA DIVERSITY 2026

We have completed our second annual anonymous Employee Diversity Survey, offering a snapshot of the people who make up Structura.

This initiative is not designed for benchmarking or setting recruitment targets, but rather to encourage reflection, raise awareness, and celebrate the diversity within our team.

By understanding who we are, we can continue to foster an inclusive and supportive workplace for everyone.

Results on the following two pages.

TOTAL RESPONSES: 83

MANAGEMENT: 41

TEAM MEMBERS: 42

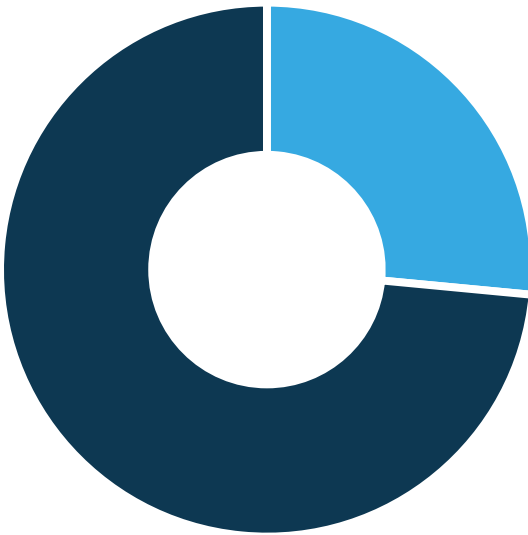


HOW WE DO IT

STRUCTURA DIVERSITY 2026

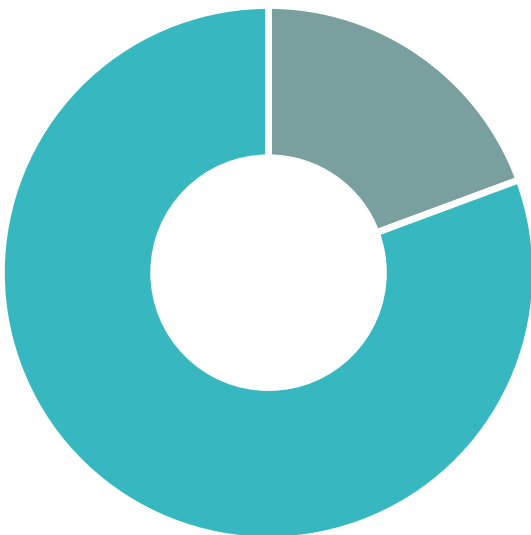
GENDER OF ALL STRUCTURA EMPLOYEES

MALE 73% (61)
FEMALE 27% (22)



GENDER OF MANAGEMENT TEAM

MALE 81% (25)
FEMALE 19% (6)



SENIORITY



ADDITIONAL LANGUAGES SPOKEN BY OUR TEAM

French

Lithuanian

Bulgarian

Russian

Panjabi

Bengali

Italian

Arabic

Romanian

Chinese

Turkish

Hindu

Gujarati

Urdu

German

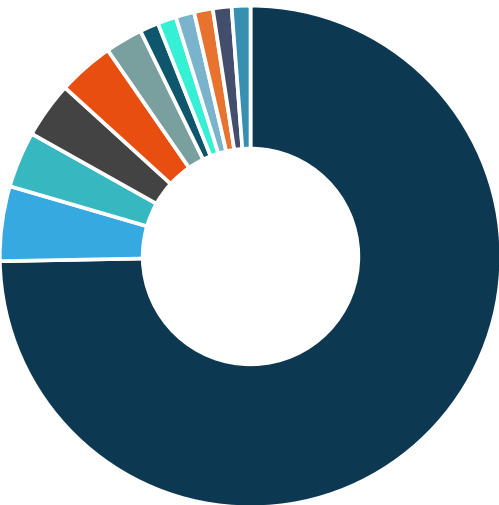
Spanish

Dutch

ENGLISH + 17 LANGUAGES

ETHNICITY

White (British) 75%
Southern Asian or British Southern Asian 5%
White (European) 4%
Black or Black British (African/Caribbean/European) ... 4%
Asian or Asian British (Any other Asian Background) ... 4%
Mixed (White & Asian) 2%
Black or Black British 1%
Arabic or British Arabic 1%
Western Asian or British Western Asian 1%
Eastern Asian or British Eastern Asian 1%
White (Irish) 1%
Mixed (Any other Mixed Background) 1%



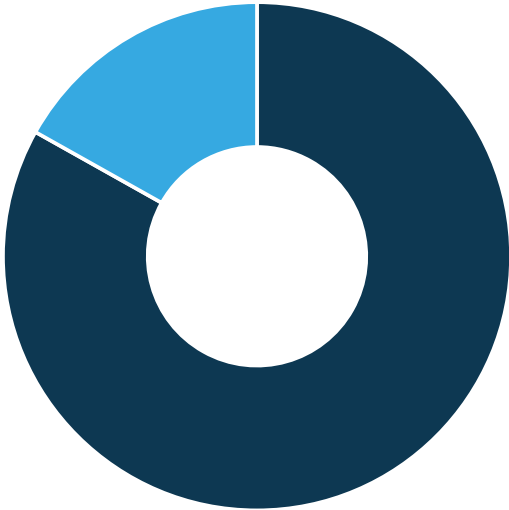


HOW WE DO IT

STRUCTURA DIVERSITY 2026

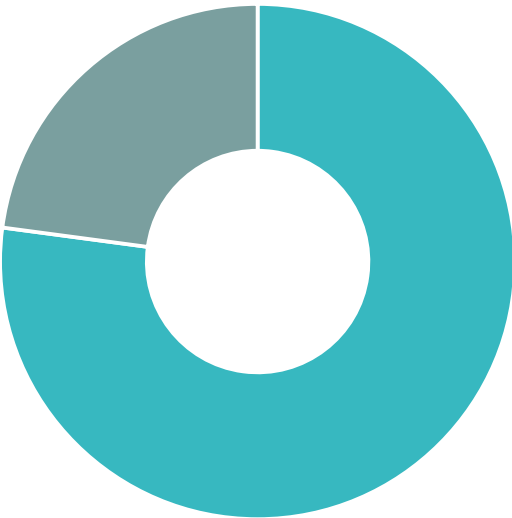
DO YOU CONSIDER YOURSELF TO HAVE A DISABILITY OR HEALTH CONDITION

YES... 17%
NO.... 83%



DO YOU CONSIDER YOURSELF, OR SUSPECT YOU MAY BE, NEURO-DIVERGENT (EG. ADHD, ASD, DYSLEXIA ETC.)

YES... 23%
NO.... 77%



AGE CATEGORY

61+ 13% (11)
46-60 27% (22)
31-45 41% (34)
22-30 19% (16)



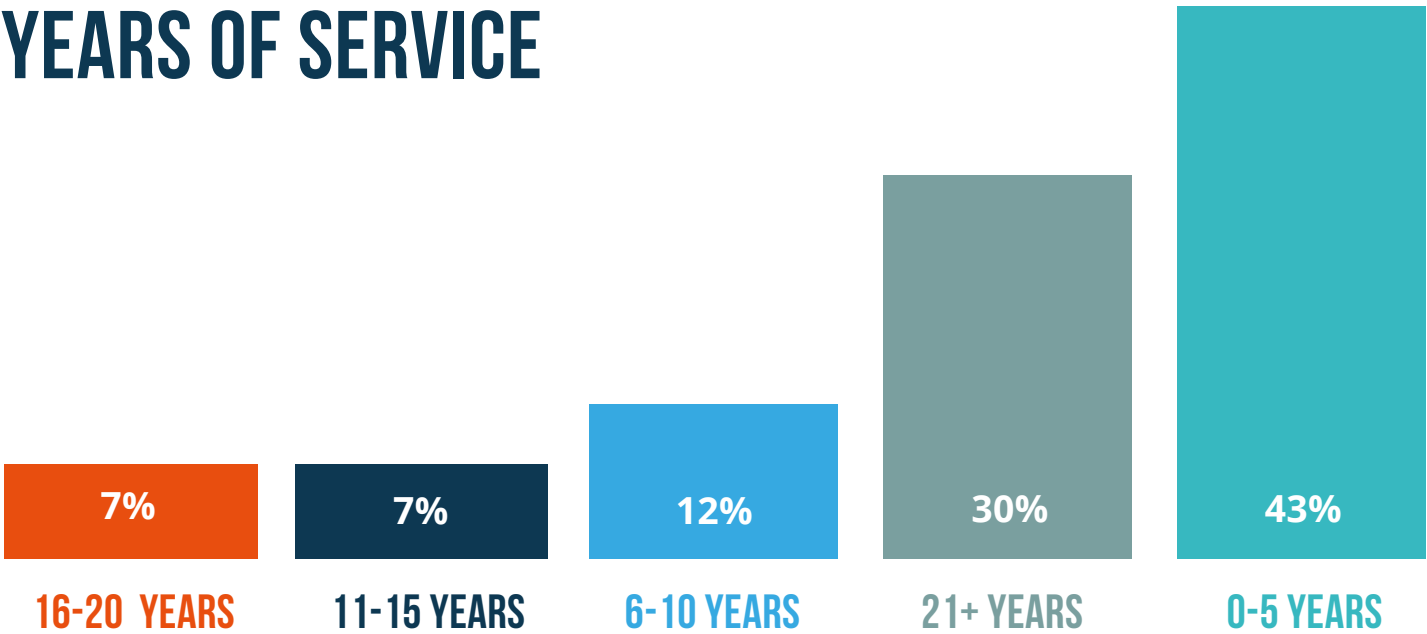
NATIONALITY

British 88%
French 4%
Lithuanian..... 2%
Bulgarian..... 1%
Indian 1%
Irish 1%
Scottish..... 1%
Turkish 1%

RELIGION

None 53%
Christian 36%
Hindu 5%
Muslim 4%
Sikh 1%
Buddhist 1%

YEARS OF SERVICE



LET'S TALK

New Inn Broadway, London



CONTACT INFORMATION

HEAD OFFICE & FACTORY

Unit 1 Oakcroft Road
Chessington
Surrey
KT9 1RH

SOUTH WEST OFFICE

Westway Farm
Bishop Sutton
Somerset
BS39 5XP

LONDON DESIGN STUDIO

Level 11, Room 112
Working From Southwark
32 Blackfriars Road London
SE1 8PB



mail@structura.co.uk



02083974361



www.structura-uk.com



www.linkedin.com/company/structura-uk-ltd

 STRUCTURA