



2023 ESG Review



Contents

This ESG review outlines the ambitions for the future of our environmental, social and governance performance as we showcase our achievements from 2023.

This review will examine the key impacts achieved with our clients and how we help them to reach, maintain and exceed environmental compliance, overcoming complex challenges across air, water, nature, our built environment, landscapes, and more.

Here you will be able to access details and case studies relating to our ESG performance and gain an insight into our culture and what will be happening within Cura Terrae in the near future.



Feedback, questions and requests for further information are welcomed by Cura Terrae and can be sent via email to info@cura-terrae.com.

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Prof. Peter Skipworth
CEO, Cura Terrae



A Message from our CEO

I am pleased to be able to bring together and present to you the contribution we are making through our services for improved environmental outcomes, and through our positive actions in the wider sustainability movement within business.

Our mission at Cura Terrae is to help take care of the Earth, and our vision is of a more sustainable future. The services we provide help fulfil this mission.

The Past

During the industrial age, companies have prospered at the expense of the environment. Businesses may also have prospered by externalising social costs, through the impact on workers and wider society. Businesses may have profited from cutting corners and behaving improperly.

Now

It is these three standpoints – environmental, societal, and governance – from which responsible businesses conduct themselves today. Cura Terrae's drive is to become a better 'corporate citizen' and prosper fairly with these aspects at the heart of operation, through the services we provide and through positive action.

The Future

We strive to improve our environmental and societal contribution with time, to reduce and eventually eliminate any negative impacts, and to be contributors. We want to become sustainable in every way.

This Document

This document sets out our progress, achievements and aspirations with respect to ESG and a more sustainable future. We see this document as our sustainability contract with our stakeholders, including society as one of our stakeholders. In setting a good example, we hope that others will follow and that the Earth and all its inhabitants will benefit.

About us

We provide services to help take care of the Earth.

We support customers to thrive under new and evolving environmental requirements and to exceed environmental standards, and we believe in driving positive social change in our communities and wider society.

Cura Terrae is formed of four subsidiaries ([Ecus Ltd](#), [Environmental Monitoring Solutions Ltd](#), [Envirocare Technical Consultancy Ltd](#), and [Enviro Technology Services Ltd](#)) that provide both environmental consultancy and services, with teams specialised in applying tailored solutions to environmental requirements across all sectors.

The businesses that were brought together to form Cura Terrae were chosen for their uniting factors of commitment to the environment and to customer service.

The company brings together many different disciplines with specialist environmental expertise to support clients in maintaining and evidencing compliance.

To achieve real and long-term sustainability, we are committed to the environment, to having a positive societal impact, and to robust governance.

This report showcases our ESG milestones, our ambitions, and evidences our desire for meaningful change.



Map showing office locations

2023 Highlights

- The group has over 1,500 active customer accounts and long-term relationships with government bodies, including the Environment Agency and DEFRA.
- The group has achieved a 100% success rate to date for environmental permit applications to regulatory bodies, assisted by EMS's Advisory team.
- In 2023, Cura Terrae provided flow survey and water quality monitoring services to an increasing number of UK water utility companies as part of the effort to clean up our rivers. One contract supports Severn Trent Water's Bathing Rivers Programme across a 50km stretch of river in Warwickshire and Shropshire.
- Ofwat's Innovation Fund announced The Pipebot Patrol Project as a winner of the fourth Water Breakthrough Challenge. The Pipebot Patrol Project, of which our Innovation team at EMS is a partner, was granted £1.6M in funding. This project will see the development of a robot that identifies costly sewer blockages that cause flooding.
- Ecus, as part of Cura Terrae, continues to be involved in the Hope Valley rail upgrades project and has been involved in planting approximately 18,300 trees and shrubs (including 420 metres of new hedgerow) to compensate for the works and provide biodiversity gains to the local environment.
- The group's average NPS score in 2023 was 85, with a peak of 92 in June 2023.
- The group won Most Innovative Environmental Acquisition from Acquisition International for the acquisition of Enviro Technology Services, leading suppliers of air quality monitoring equipment and services.
- In 2023, Cura Terrae's Air team worked with dnota to bring the world's most accurate multiparameter indicative air sensor, the bettair® node, to the UK and Ireland. We began distributing the bettair® node in January 2024, helping customers reduce air pollution.
- The group had 20 trained mental health first aiders by the end of 2023.
- Internally, we have launched our Equality, Diversity and Inclusion forum and formed a Sustainability Working Group and Committee.
- All of our occupational hygienists became members of the BOHS Faculty of Occupational Hygiene as it launched, increasing standardisation and quality of service within the industry.

Our values



Excellence

We strive for excellence in understanding client needs and in delivery, underpinning this with excellence in knowledge and professionalism.



Trust & commitment

We are committed to our customers and staff, building trusted relationships upon which to build results.



Inclusion & teamwork

We value equality, diversity, and inclusion as we work with colleagues and customers for the best outcomes. Our inclusive teams and approach make us stronger.



Safety & wellbeing

The safety and wellbeing of our staff is our foremost consideration.



Sustainability

We operate sustainably and help our customers to operate sustainably.



Our Scope

Evolving legislation and policy set high bars for the coming years – the 25 Year Environmental Improvement Plan’s apex goal is to halt the decline in biodiversity, along with improving air and water quality and slowing climate change.

Cura Terrae targets and deploys specialist solutions to areas that will produce the biggest impact when tackling these complex and interlinked challenges.

From the root of its inception in 2022, the group has been working dedicatedly on embedding ESG into its culture and projects. The services provided by Cura Terrae have a sharp focus on the environment and people, with Cura Terrae being home to many seasoned industry experts, often working collaboratively on multidisciplinary projects.

Our teams support businesses and organisations through the entirety of a project’s lifecycle – from support with feasibility and options assessments through to the design, development and consenting, construction, operation and decommissioning of a project.

We work on many established industrial sites, monitoring and ensuring their compliance.

Our Sectors

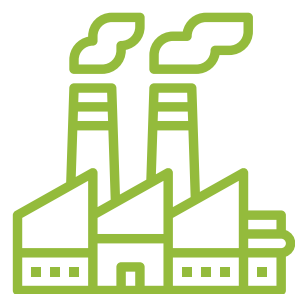
There is no sector that will remain immune from climate change impacts and legislative environmental scrutiny in the UK in the coming years.

Cura Terrae's teams work in tandem throughout the UK, across all businesses and sectors, including work on large scale projects, often across linear infrastructure such as rail networks and roads, commercial and residential development, food and drink, and the energy and utilities sectors.

Our experts across air and water monitoring work with sectors including local authorities, industry, and science and research.

Our leading UKAS and MCERTS accredited Environmental and Occupational Hygiene Consultancy also offers testing and advisory services throughout the UK, Ireland, and Europe.

Key Sectors



Industry



Government and
Local Authority



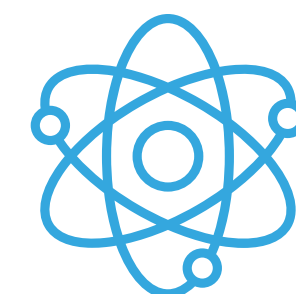
Water
and
Utilities



Transport



Built Environment
and Infrastructure



Scientific



Energy



Cura Terrae

ESG Objectives



Our ESG Objectives

Climate

Mitigation of Climate Change:

Our operations prioritise mitigating the effects of climate change. We are committed to procuring renewable energy, working in harmony with the biodiversity at our operating sites, recycling, and avoiding the use of non-renewable materials.

Net Zero Ambitions:

We will continue to quantify our climate ambitions to establish a science-based course towards achieving net zero emissions. This plan will be meticulously plotted, monitored, reported, and adjusted as needed.

Consultancy Influence:

Through our consultancy services, we advocate for and promote similar behaviours among our clients, encouraging them to adopt effective climate change mitigation and adaptation strategies.

One Planet

Pollution Avoidance:

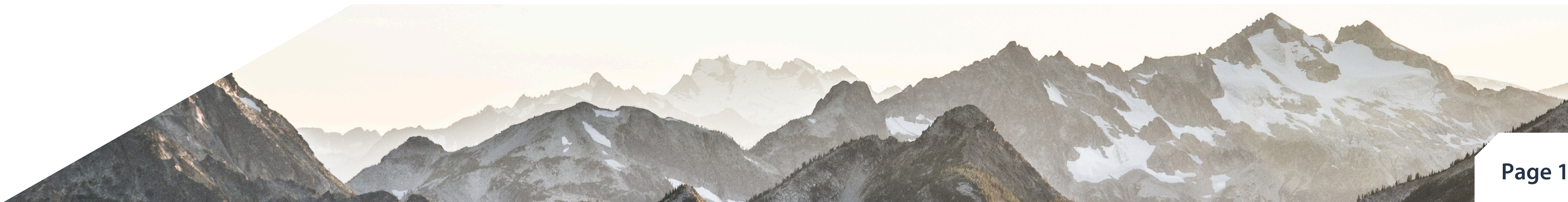
We implement strict protocols to avoid pollution, manage hazardous materials effectively in compliance with regulations, and avoid using hazardous materials whenever possible.

Waste Hierarchy Compliance:

Our operations adhere to the waste hierarchy, focusing first on reducing consumption, then on reusing, recycling, and circularity. We are committed to disposing of waste responsibly and striving for positive environmental outcomes.

Client Support:

We support our clients in avoiding and remediating pollution. We also guide them in managing waste responsibly, in alignment with the waste hierarchy.





Our ESG Objectives

Health & Safety / Supply Chain

Safety Priority:

Ensuring safety at work is paramount. We uphold a culture where working safely is non-negotiable, empowering our staff to prioritise safety.

Safety Pyramid Approach:

We adopt the Safety Pyramid approach, capturing and utilising near-miss and hazard data to prevent accidents and promote a safe working environment.

Ethical Suppliers:

Recognising the impact of our suppliers on our end product and our broader impacts, we will ensure that all suppliers are ethically sound. This includes adherence to modern slavery laws, environmental standards, anti-bribery policies, and other relevant practices.

Our ESG Objectives

Working Environment and Opportunity

Mental Wellbeing: We promote the mental wellbeing of both staff and clients by fostering a culture that destigmatises mental health issues and provides support and resources.

Respectful Workplace: Our goal is to create a friendly and respectful working environment. We became a Disability Confident employer in 2023.

Career Progression: We provide apprenticeships, internships, and opportunities for career advancement, by investing in professional development.

Proactive People Management: We equipped 18 managers with first line management training to support them in their leadership roles.

Diversity and Inclusion: We maintain a zero-tolerance policy towards discrimination and actively promote diversity and inclusion, believing that we are stronger together.



Customers

Effective Communication: We maintain effective communication throughout the customer journey, addressing issues promptly and transparently.

Understanding Customer Needs: From the first engagement, we aim to understand and precisely cater to our customers' needs, delivering high-quality service.

Customer Feedback: We actively seek and act on customer feedback, continuously improving our services. We also celebrate successes with our customers and staff.

Value Balance: We strive for a mutually beneficial value balance between us as a supplier and our customers.

Community

Positive Impact: We engage with the wider community to make a positive social and environmental impact, including partnerships with third-sector organisations and the education sector.

Aligned Engagement: Our community engagement aligns with our environmental goals and social ethos, particularly inclusion and opportunity.

Staff Involvement: We encourage staff suggestions for community engagement and support activities, providing guidance to ensure alignment with our ambitions and business standards.

Staff Opportunities: We offer opportunities for staff to participate in community engagement activities.

Charity of the Year: We nominate a charity of the year to target fundraising activity and have employer matched fundraising.

Our ESG Objectives

Leadership

Ethical Operation: We are committed to operating ethically at all times.

Clear Goals: We set clear business plans and goals, communicating regularly with staff to ensure alignment and collective awareness.

Open Culture: We foster an open culture where all voices are encouraged and heard.

Sustainable Growth: Business risk is a key consideration in our planning, ensuring sustainable growth.

No Cutting Corners: We ensure that our working practices and policies avoid any pressure to cut corners. Any such instances will be promptly addressed.

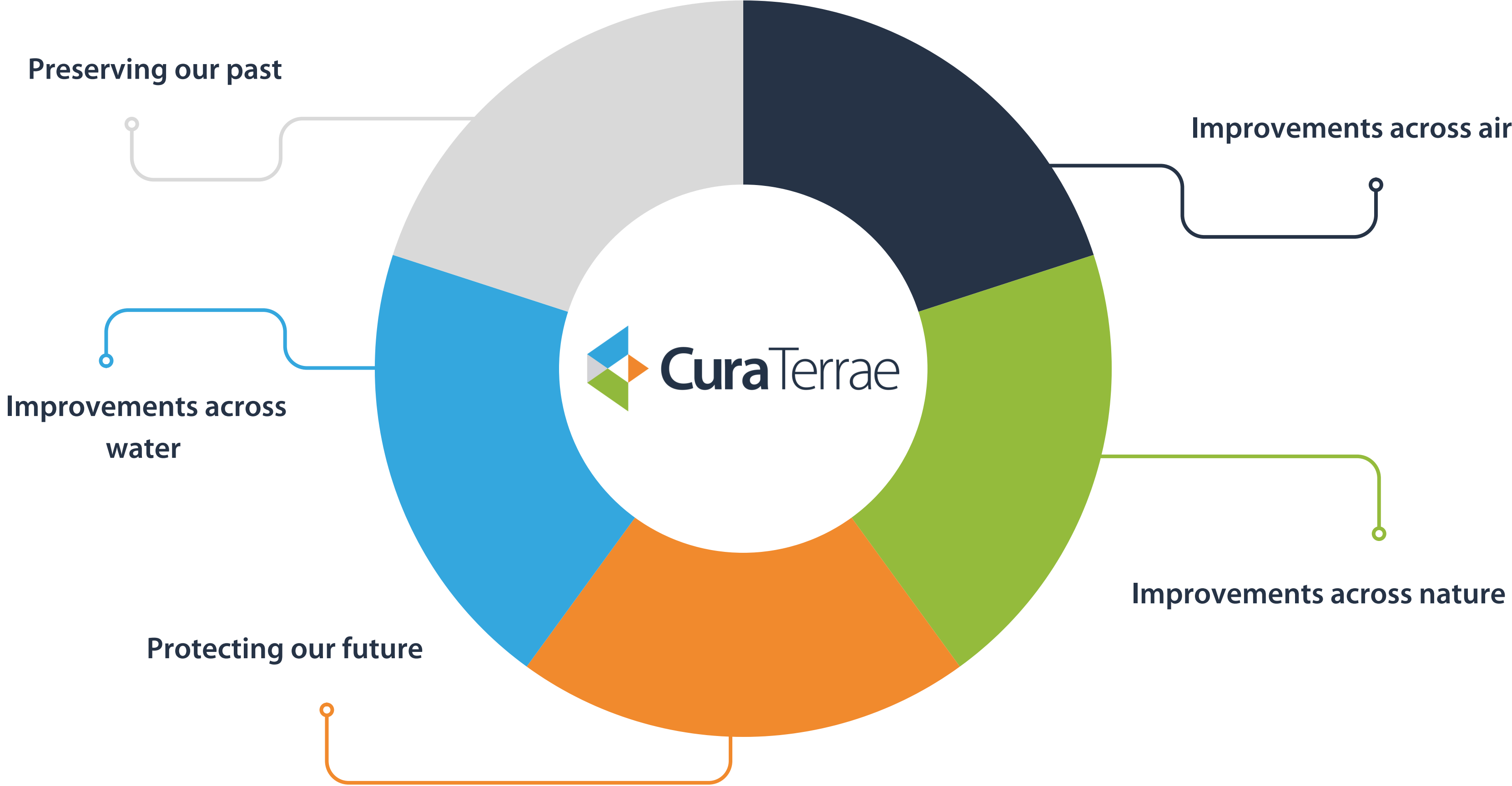
Minimising External Costs: We minimise the externalisation of costs to the environment and society through our operations and the provision of our services.





Customer Environmental Outcomes

Customer Environmental Outcomes



Improvements across water

We are proud of the improvements across our rivers that we have helped create for our clients

Of note is the Severn Trent River Health Project to improve 50km of rivers in Warwickshire and Shropshire and move two stretches of river towards bathing quality by 2025.

Environmental Monitoring Solutions, part of Cura Terrae, has provided and installed the water quality monitoring equipment, flow monitors, and water sampling services to make this project possible. We have worked closely with Severn Trent, Dalcour Maclaren, and local landowners to install monitoring equipment. This sensing technology measures water pH, temperature, dissolved oxygen, turbidity, ammonia, and conductivity.

This provides Severn Trent with the near-real-time monitoring data they need to focus the measures they're putting in place to improve water quality.

Severn Trent will be sharing water quality data from the Leam and the Teme in a new online tool for everyone to see the health of their river in real-time. This water quality data will be combined with weather forecasts, existing monitoring and storm overflow spills data, as well as knowledge and understanding to help river users make informed choices on when and where it is good to be in, on or around the water.

This work will not only improve the water quality of rivers but will have a direct impact on river-related wildlife and biodiversity. Improved aquatic habitats will enable aquatic species to thrive, which will encourage the biodiversity of riverbanks and surrounding ecosystems. This will also benefit the wider environment and community, as more people will be able to take part in outdoor activities such as water sports, improve their physical fitness, and enjoy more time and connection with nature and outdoor spaces.



Improvements across water

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EMS is also a partner of the Pipebot Patrol project, led by Northumbrian Water, which has been granted £1.6M funding in a competition that invited solutions with the potential to deliver wide-scale, transformational change benefitting customers, society, and the environment. Other partners include the University of Sheffield and Minicam. This will see the development of a sewer robot that will crawl through miles of the wastewater network to constantly inspect pipework, raising alerts to the precise location of blockages as they are beginning to form.

The project is one of the winners of a £40M competition from Ofwat, the economic water regulator. The goal of the Pipebot Patrol project is to develop an autonomous sewer robot, to proactively raise alerts to the precise location of blockages.

This approach will allow maintenance teams enough time to react before blockages cause sewer flooding – keeping sewage where it belongs. Blockages in sewers can lead to flooding, and due to insufficient knowledge around the condition of buried pipes in the UK, there are 1.5M road excavations per year causing road closures at a cost of at least £5.5B per year.

Dr. Sonja Ostojin, the Head of Innovation at EMS, said: “It is great to be a part of this forward-thinking project team and to help bring change to the way the water industry is dealing with blockage detection and cleaning challenges. We need to be able to proactively detect and manage potential blockages within the network. Therefore, we must be able to rapidly identify the location of developing obstructions. EMS, as a specialist systems integrator in environmental monitoring and compliance, will share knowledge and expertise on blockage detection.”





Improvements across air

Enviro Technology Services began a proud collaboration with dnota to introduce the bettair® node, a highly accurate air quality station, to the UK and Ireland.

In January, Enviro Technology Services began a proud collaboration with dnota to introduce the bettair® node, a highly accurate multi-parameter air quality station, to the UK and Ireland.

Utilising Internet of Things technology, this initiative aims to support the development of smart cities and spaces, enhancing public health and wellbeing. The bettair® node measures various air quality indicators, including NO₂, NO, CO, O₃, SO₂, H₂S, CO₂, PM₁₀, PM_{2.5}, and PM_{1.0}, along with ambient noise levels and environmental parameters such as temperature, humidity, and pressure. This comprehensive monitoring allows for detailed recognition of environmental patterns.

The sensor contributes to the UK's efforts against air pollution and supports the advancement of smart cities.

Combining noise and pollutant monitoring in a single device provides a more holistic view of urban environmental conditions, facilitating the correlation of data and identification of combined effects on public health, such as the impact of both noise and pollutants on respiratory diseases and a plan of action for any corrective actions. Moreover, using a single device reduces the environmental costs associated with manufacturing, installation, maintenance, and data management compared to deploying separate sensors for each type of pollution, making it more feasible for deployment in dense urban areas.

Our collaboration on the bettair® node project aligns with our commitment to support clients in avoiding and remediating pollution and contamination. By providing advanced air quality monitoring solutions, we guide our clients in managing environmental impacts responsibly.

Improvements across nature

We worked with Network Rail to reduce flooding at Hele in Devon

Ecus worked with Network Rail to conduct a Biodiversity Net Gain (BNG) assessment and make plans for flood reduction in the Hele area.

The village of Hele in Devon has been prone to flooding due to its lack of flood defences. Flood reduction in this area is vital. The River Culm runs through the village, as does the Great Western Railway line.

Climate change and more extreme weather events are leading to more frequent flooding, which damages properties and businesses and disrupts the main railway line from London to Somerset, Devon, and Cornwall.

The plans to make the area more resilient to flood events include replacing a bridge with an elevated viaduct to increase the flow of water through the structure.

Our team of ecologists worked with Network Rail to carry out the Biodiversity Net Gain assessment on the area to ensure the work is planned to meet the requirement of an increase of at least 10% net gain in habitats.

The land around this bridge has always been a floodplain consisting of rough, unmanaged grassland. Our ecologists consulted with Network Rail and the Environment Agency to propose transforming the area into a wetland to help further mitigate against flooding events.

Ecus planted trees whose roots will help with flood reduction as they will stem the flow of water, lowland fen, scrub, and reedbeds. By planting more plants and trees that like wet conditions, we will be creating priority habitats and attracting more biodiversity.



Improvements across nature

We worked with Network Rail to reduce flooding at Hele in Devon

Ecus also removed invasive species (such as Himalayan balsam) and plants of less benefit to the landscape. The trees and plants will be chosen to be low-maintenance, so the area doesn't need to be regularly managed. The floodplain will also be reprofiled to make it more low-lying, to help maintain water flow and reduce flood risk to the village of Hele, and road and rail transport links.

All of these measures will mean the landscape will be better able to absorb excess flood water, and biodiversity will be enhanced. The ecologists involved estimate the project will achieve approximately 30% net gain in habitat units.

Not only will the village and the important railway line that runs through it be better protected from the effects of flooding, but the community will also benefit from the improvement of an area of floodplain that will be transformed into a water-absorbing, wildlife haven.

[Find out more about the Hele flood alleviation scheme and the scope of work.](#)





Preserving our past

Our expert teams are focused on supporting a nationwide drive towards sustainable green energy, working alongside an expanding portfolio of progressive clients to develop wind and solar farms and battery storage sites. Momentum in the market enables the dedication of considerable resources and expertise in our Green Infrastructure and EIA teams, which are drawing on the entire group in the service of renewables developers navigating the planning process.

Our historic environment team helps clients with HIA, HS, HEDBA, WSI, AMPS and LPA negotiations, Geophysics, Trial Trenching, Watching briefs, Reporting, and Archiving and Condition Fulfilment Services.

We work with renewable energy developers, including large utilities providers and smaller, independent companies, delivering innovative environmental design and assessment of renewables schemes. This allows energy developers to drive forward the move towards sustainable energy while we preserve our built environment and our past.

Protecting our future

Hand-operated pumps are the principal water source for more than 1 billion people in at least 40 countries but are often unreliable.

When pumps stop working it is a serious problem for communities relying on them. MANTIS™ (Monitoring and Analytics to Improve Service) is a low-cost, low-power, easy-to-install remote online monitoring system that immediately alerts pump operators to inefficient and broken pumps and enables quick and efficient repairs.

Environmental Monitoring Solutions, part of Cura Terrae, teamed with [Leeds Beckett University](#) and [VisualWind Ltd](#) to produce a fully functional prototype MANTIS™ system, which they deployed in Sierra Leone with the help of the local 'Rural Youth Development Organisation'.

Dr Andy Swan, Senior Lecturer, School of Built Environment & Engineering, Leeds Beckett University told us:

“The problems of broken water pumps in Sub-Saharan Africa are well documented, whilst the contributory factors are complex and multi-layered. It is hoped that the use of remote monitoring tools such as MANTIS, in place of physical site visits, may help address some of these problems and reduce the heavy time and resource demands on local stakeholders that are often associated with traditional monitoring strategies. As such, the MANTIS project could play an important role in improving WASH (Water, Sanitation and Hygiene) monitoring and might, in turn, help deliver universal access to safe and affordable drinking water by 2030, which represents one of the key targets of UN Sustainable Development Goal 6.”

Protecting our future

Ecus, as part of Cura Terrae, continues to be involved in the ongoing Hope Valley rail upgrades project and has been involved in planting approximately 18,300 trees and shrubs (including 420 metres of new hedgerow) to compensate for the works and provide biodiversity gains to the local environment.

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“This ambitious landscaping, ecological and habitat improvement scheme is part of a bigger picture of collaborations with companies such as Volker and Story Contracting to deliver Biodiversity Net Gain. Our teams really enjoy working collaboratively with our clients to deliver ecological and environmental benefits alongside genuine economic benefits in the North of England. Not only are we enhancing the environment, but we’re bringing benefits to commuters and the local community.”

Andy Ainsworth, Ecus Practice Area Lead, Green Infrastructure

“This has been a really exciting opportunity for our landscape architects, ecologists and habitat creation teams to work closely to design and now create a large-scale project. Our client has gone above and beyond the typically required 10% gain and we’re working with them to leave a positive legacy for biodiversity”

Iain Weston, Ecus Head of Habitats





Case Studies 2023

Case Studies



Environmental Monitoring Solutions (EMS) recently worked with Premdor, a leading manufacturer of doors, guiding them through a number of environmental aspects related to their manufacturing site, providing opportunities to improve and maintain environmental compliance. Premdor aims to provide innovative, easy-to-apply product solutions, enabling architects, specifiers, and homeowners to make inspired and confident choices.

Premdor received a full audit by an experienced environmental expert and reassurance that the business will remain legally compliant, avoiding fines or prosecution. They received a full review of business processes and practices. Live readings from our environmental data acquisition system were sent to local operatives with clear visual and audible alarms to warn in the event of emissions breaches, and our team gave recommendations of changes to improve environmental performance – enhancing green credentials.

Premdor also received reassurance that any pollutants relating to trade effluent will be identified – saving time, worry and hassle.

palatine

Environmental Monitoring Solutions (EMS) supported Palatine Private Equity LLP with their investment in Papilo, to assess the compliance of the site regarding their environmental obligations.

An EDD audit identifies risks early on that could complicate a transaction further down the line. By proactively identifying environmental and regulatory liabilities, a company can prevent unexpected costs and delays.

Palatine Private Equity LLP is a partner-led private equity firm that invests in multiple sectors across the UK. Headquartered in Manchester, with other offices in London and Birmingham, Palatine operates at both a regional and national level, providing capital to support various stages of a company's development.

The work that EMS carried out helped with the prevention of the inheritance of any legal non-compliances, and environmental risks are brought to light prior to the investment, painting a more comprehensive picture of the business activities and associated risks.

The service also allows for the identification of any mitigation or remedial measures and costs required to continue operation.

Through an Environmental Due Diligence Audit, Palatine invested in Papilo with a comprehensive understanding of any current or potential environmental risks and opportunities, protecting the environment and the businesses involved.

Case Studies



Ecus helped Scottish Canals by developing innovative assessment and management techniques for an invasive species - New Zealand Pigmyweed.

New Zealand pigmyweed is listed as an invasive non-native species (INNS) under Schedule 9 of the Wildlife and Countryside Act 1981. It is an offence to 'plant or otherwise cause to grow a plant in the wild'. It is native to Australia and New Zealand and was commercially available from the 1930s as an oxygenating plant for ornamental ponds. It was first recorded in the wild in Essex in 1956 and has since spread through England, Wales, and parts of Scotland.

Scottish Canals raised concerns about the potentially significant negative environmental, recreational, and economic impacts of pigmyweed on the canal network. The species can outcompete native plants because it has both terrestrial and aquatic forms and a high capacity for regeneration (it readily breaks into small segments and uses dispersal methods of seeds, spores, or fruit). It also has little winter die-back and can form dense stands of 100% cover, which has many negative environmental, aesthetic, and economic impacts.

Ecus's Scottish ecology team worked with Scottish Canals to carry out a long-term staged study to map the spread of pigmyweed and design treatment methods to manage its growth. The initial mapping study surveyed the full 9.5km stretch of the Eastern District of the Caledonia Canal.

The study found the presence of both terrestrial and aquatic forms of pigmyweed and found that the presence strongly correlated with the three marinas on the canal. It was observed that the marinas provided suitable conditions and advantages for the colonisation through water disturbance by boats, and transference on footwear, clothing, and dogs.

Ecus's ecologists were tasked with developing and testing their own innovative solution to treat the presence of pigmyweed. Before this, a successful technique for long-term eradication of the plant hadn't been found. As a result, Ecus developed an effective, environmentally-friendly treatment that was both scalable and economical to implement, and that incorporated lessons learned from previous studies.

Ecus combined methods of treatment with each approach tailored to the area. The approaches combined hand-weeding and aquatic vacuuming with shading using geotextile matting.

- Terrestrial – removal of turf containing pigmyweed combined with 100% shading was the most efficient approach.
- Semi-aquatic – targeted hand-weeding between rocks and 100% shading was used. Targeted hand-weeding permitted the retention of native species.
- Aquatic – hand-weeding was combined with the use of a pond vacuum to remove the growing substrate, followed by long-term 100% shading. All native species were also retained.



Our Future Approach and Commitments



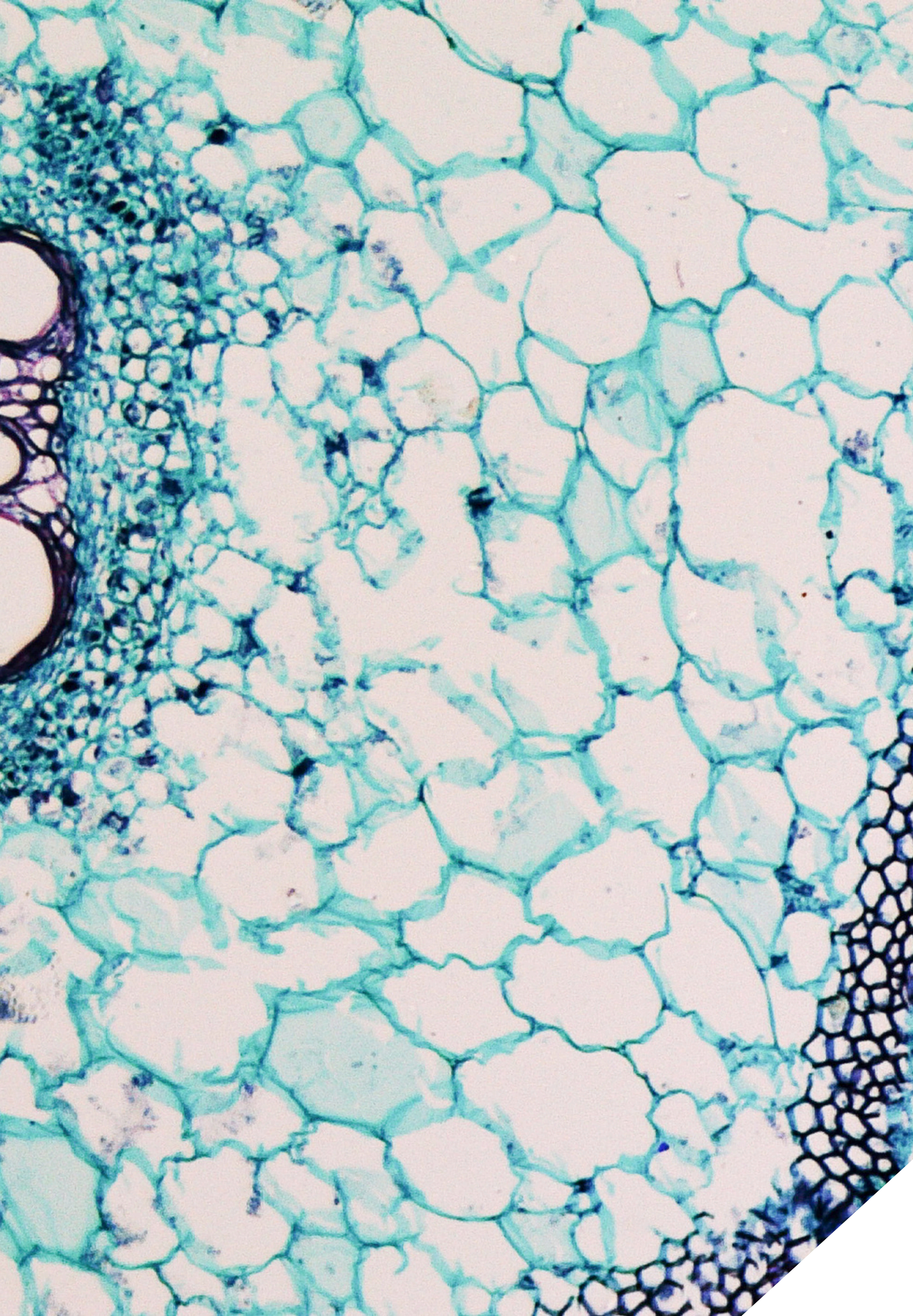
Working towards B-Corp accreditation

We are currently baselining our performance against the B Corp standard and intend to become B-Corp accredited in 2025.

B Lab is a non-profit organisation whose purpose is to create a community of certified B Corp companies that work towards 'reduced inequality, lower levels of poverty, a healthier environment, stronger communities, and the creation of more high-quality jobs with dignity and purpose'.

These real-world impacts are split into five impact areas: Governance, Workers, Community, Environment, and Customers, representing all the stakeholders of a business. The B impact assessment assesses performance against these areas in line with best practice.

We have measured our Scope 1, 2 and 3 emissions in 2023, equating to just over 2 tonnes per employee. We aspire to reduce this footprint at a sensible rate until we are net zero.



Our Head of Innovation and Engagement in STEM outreach

We are committing to supporting women and girls in STEM, through our outreach, as they continue to be underrepresented.

Our Head of Innovation at Environmental Monitoring Solutions, Dr Sonja Ostojin, has long contributed to STEM outreach initiatives, for example, guest lecturing on the International Day of Women and Girls in Science. This day aims to address the gender gap in science, technology, engineering, and mathematics (STEM).

Sonja also guest-lectured for The University of Sheffield General Engineering students, presenting on innovation and product development while using EMS' CENTAUR as an example.

She discussed the journey of the product from Technology Readiness Level (TRL) 2 to TRL 9 and the project management elements necessary for successful project delivery, with the hopes of inspiring the next generation of innovators.

At Cura Terrae, we have inspirational and influential women working in areas that feed into some of the UN's Sustainable Development Goals (SDG) – namely clean water and sanitation, affordable and clean energy, industry, innovation, infrastructure, sustainable cities and communities, responsible consumption and production, climate action, life below water, and life on land.

Sonja has also been a guest judge for The University of Sheffield's General Engineering department's challenge of designing and manufacturing a robotic fish that could swim in the damaged sewer systems of a recently storm-affected fictional town. Students were tasked with creating a biomimetic design that is as close to nature as possible.

Work Ltd.

Work Ltd. is a Sheffield-based organisation that creates opportunities for people with learning disabilities to develop life skills, which helps to build confidence and self-esteem.

Work Ltd. aims to provide a friendly, encouraging, and rewarding environment. And create opportunities for people with learning disabilities to develop life skills, which helps to build confidence and self-esteem. It offers hands on work projects to develop life skills for learning disabled adults aged 16+. Activities include woodwork, gardening, textiles, arts & crafts, nature walks, sports, dance, music, and drama.

Cura Terrae has now partnered with Work Ltd. to produce a podcast on the theme of sustainability, and individuals at Work Ltd. have the opportunity to engage with Cura Terrae's work protecting nature and the environment, as we aim to make sustainability accessible for anyone who wishes to engage in it.





Cura Terrae

