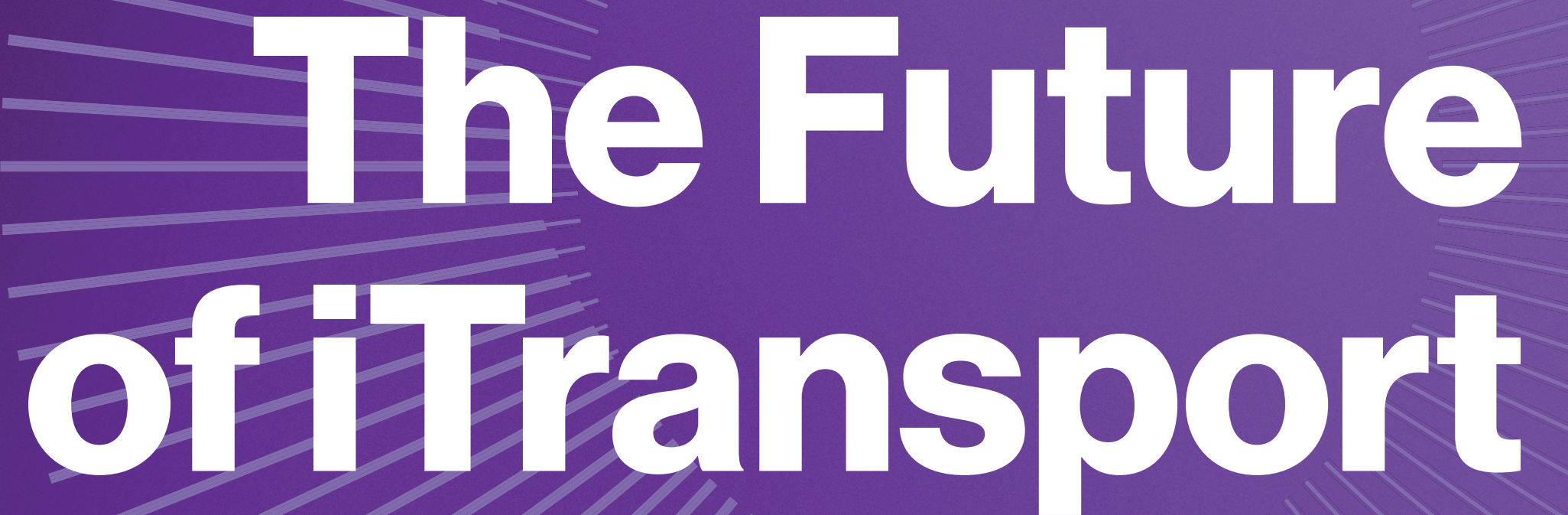


itransport



The Future of iTTransport

The story so far

ittransport began in 2005 to deliver client-focused quality-driven transport planning, underpinned by four defining purposes:



Quality of Service

Maintain essential quality in everything we do, building trust, credibility and delivering important results for our clients.



Transport Planning Specialists

To focus solely on delivering transport planning solutions allowing us to be market leading experts in a rapidly changing industry.



Recognising, Rewarding and Developing People

Developing, empowering and supporting our people to fulfil their potential, and rewarding them well for their efforts.



Independent

To be in control of our own destiny and make our own decisions about how we want the business to grow and develop.



20 years of growth

In nearly 20 years, we have achieved a lot:

Opened five offices nationally

Grown to a Practice of over 70 people

Developed and shaped the careers of many professionals over the last 20 years

Built a wide and reliable client base with a strong industry reputation

Helped to deliver thousands of new homes and jobs across the country

Given back to the communities where we are based and wider society

2005

**Basingstoke
Office opens**

2007

**Manchester
Office opens**

2010

**London
Office opens**

2015

**Leeds
Office opens**

2023

**Solent
Office opens**

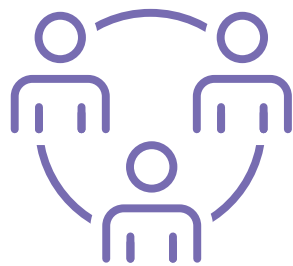


Our mission statement

Delivering for our Clients – We work hard each day to deliver our clients' ambitions, always in a professional, thoughtful and sustainable way.



Our core values



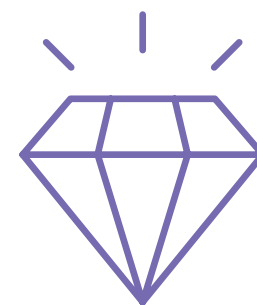
People focused



**Responsible and
sustainable**



Integrity



Quality

What is important to us?

Delivering for our clients

We are client-focused, working each day to deliver results and solutions for those that have entrusted us to help deliver their vision.

We are proud to have contributed to the development of many great new places across the country that provide homes, schools, jobs and spaces for people to live their lives.

Legacy practice

We believe that itransport should exist for the people that make it successful and can help us to continue that success into the future.

That means providing clear and stimulating career development opportunities for all, as well as enabling opportunities through growth of the business for the ownership of itransport to pass on through time to our people.

To date seven new partners have joined the business through the legacy practice model.

Being responsible, sustainable and inclusive

We are committed to being an inclusive, responsible and sustainable business. We strive to provide a supportive and welcoming working environment where everyone feels valued, respected, listened to and understood.

We recognise the value that diversity of background and lived experience brings to our business and are proud to celebrate our commitment to Equality, Diversity and Inclusivity. We are actively weaving EDI principles through our recruitment and retention policies, people development strategies and through the work we deliver for our clients.

We are proud to be a climate positive business with a commitment to reducing our carbon footprint over time.

We have a responsibility through our work to help to deliver high quality development and growth whilst delivering sustainable development in the least impactful manner.

We regularly support the wider communities that we sit alongside: providing over 400 hours of voluntary work to local charities each year; sponsoring local youth sports teams; raising money for a wide range of good causes through sporting and other fundraising events; and our staff nominate selected charities for annual donations made on behalf of the business.

Recognising and developing people

We believe in developing talent to reach its full potential and that our people should share in the successes of itransport.

We do this by providing a stimulating, challenging and friendly working environment, and supporting our teams with individual, tailored and transparent career programmes.

We are proud that many people choose to spend a significant part of their careers with us.



What we help to achieve



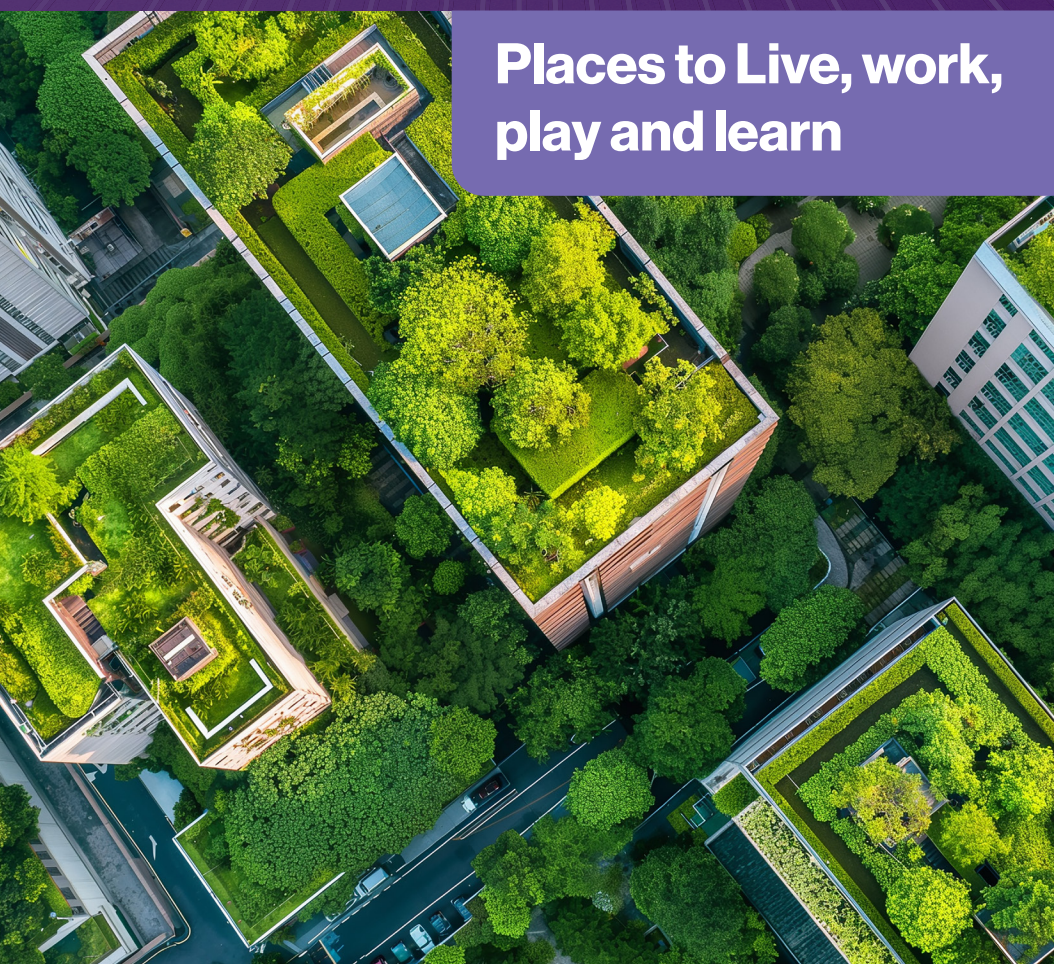
**Improving
Mobility**



Quality Spaces and Places



**Well connected
communities**



**Places to Live, work,
play and learn**



New communities

What we do

Transport Assessments

We prepare Transport Assessments and Statements to evaluate the potential implications and key issues of development proposals to demonstrate how the key transport tests for development can be met. We adopt a Vision-led approach to ensure we are planning properly for the future places we help create.

Travel Plans

We prepare and implement Travel Plans which encourage sustainable and active travel to each development, reducing car use and mitigating the environmental effects of development.

Feasibility Design

We develop innovative solutions for active travel, public transport and highway infrastructure improvements to support development proposals.

Innovation, Sustainability and Future Mobility

We encourage our clients to incorporate sustainable travel at the very heart of people's lives to reduce transport carbon emissions both now and into the future.

Input into Environmental Statements

We prepare traffic and transport submissions for the completion of Environmental Statements, in line with the latest IEMA guidelines and EIA regulations, and provide traffic projections for input to air quality and noise assessments.

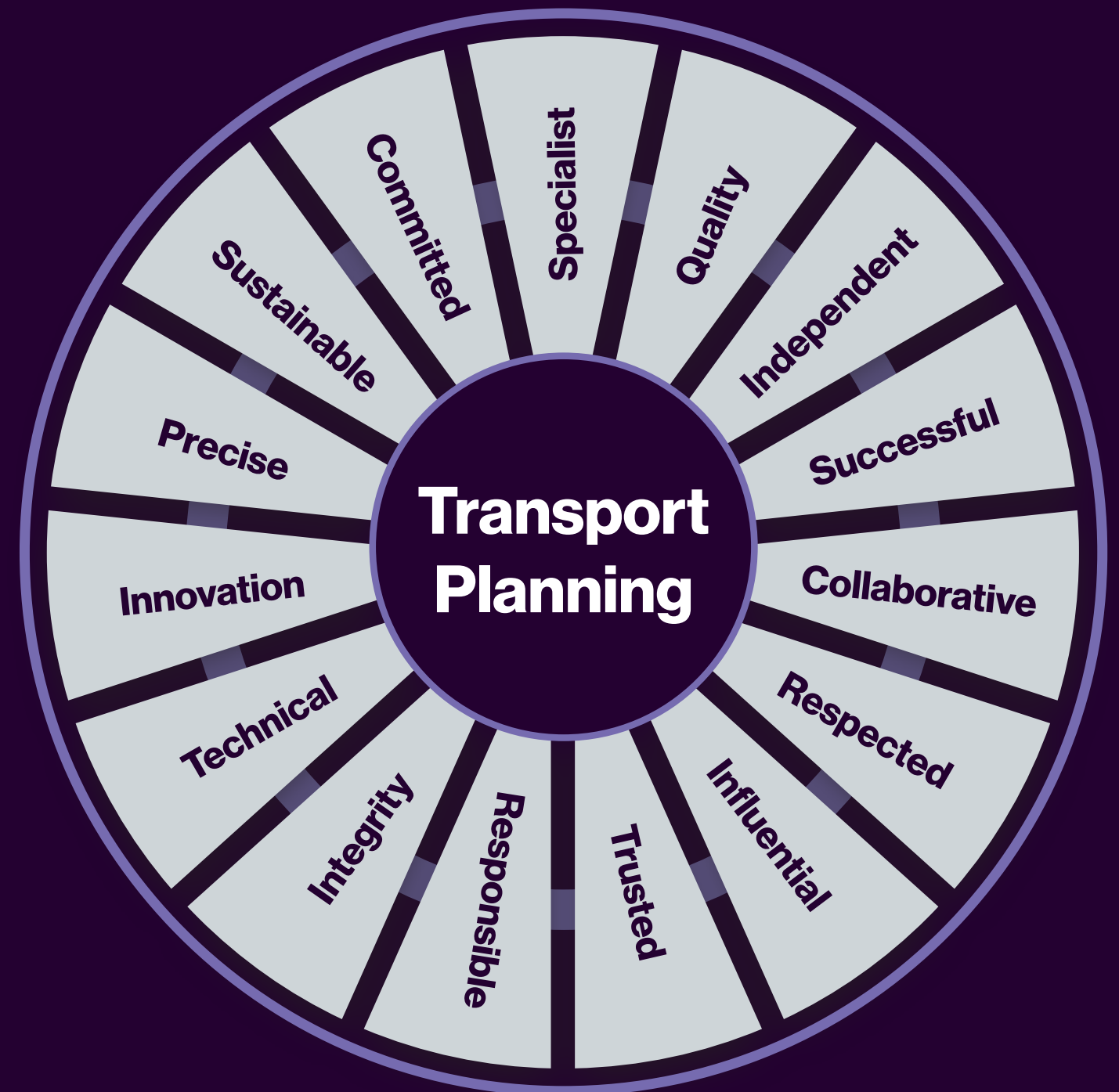
Local Plan Promotion

We provide advice to our clients at every stage of the development of local plans, equipping them with all the technical evidence and transport arguments needed to achieve a Local Plan allocation.

Planning Appeals

Our senior employees have extensive experience in supporting our clients through the appeals process whether that is Written Representations, a Planning Hearing or a full Public Inquiry.

How we do it



Trusted advisors to long-term clients



Strategic, commercial advice always



Using care and innovation to unlock complex problems



Adding value in all we do

Places we are helping to create

Pinewood Studios



Panattoni Park



Acton Gardens



Tewkesbury Garden Town



Hulton Park





Investing in people

We heavily invest in our people, who we see as the future leaders of the business. We offer a comprehensive development programme that combines the training, experience, support and encouragement necessary to help develop successful careers.

Our development programme covers technical and soft skills, and professional accreditation.



Mentor

Everyone is offered an experienced mentor to guide and shape career paths, overcome obstacles and allow people to grow and develop. As people progress through the business they have the opportunity to become a mentor.



Project Experience

We provide a wide range of project work exposure from day one, offering opportunities to work directly with highly experienced senior employees, including attending site visits and meetings.



CPD

We support continued professional development, organising seminars on the hot topics in the sector through external courses and internal training events.



Appraisals

We hold annual appraisals with six-monthly reviews to identify performance objectives and competencies/skills for development, and to plan the future with our people.



Technical Development

Through on-the-job teaching, external courses and training on transport planning software and techniques.



In House Training

We hold regular lunch time seminars with external speakers and experts across our offices to expand and develop key areas of knowledge.



External Courses

We support attendance at external training courses to help address individual development needs.



Professional Qualification

We support everyone to achieve relevant and recognised professional qualifications. We are stakeholder members of the Transport Planning Society (TPS) and our team includes trained mentors for the PDS and TPP qualification programmes. We provide considerable financial rewards to our employees who achieve professional qualifications.



Training Days

We hold practice-wide professional training days which include sessions relating to the running of the business, project case studies, and the development of soft skills.



Social Activities

The bond between our teams, offices and across the practice, is very important to us, and is encouraged through regular social events. Recently arranged team activities include treasure hunts, escape rooms, darts, mini golf, a rib ride on the Thames, a pottery class, meals out, and charity days. We are always open to new suggestions!

Our plan for organic growth

*We see the continued growth of itransport as vital to its success and sustainability in the long term.
This is critical to delivering opportunities for our people to realise their potential.*

We believe in growing sustainably and organically and in a manner that retains our core values, independence, and the purposes that we hold as important.

That means growing for the right reasons - where market forces provide opportunities, where people bring openings for expansion, to provide opportunity for people to develop, and where we can do so in a sustainable way.

We will achieve this by targeted and planned growth:

Expanding existing offices

Our five offices are successful in their own right, but there remains strong potential for these to expand, to deliver greater coverage in the market and to attract and develop new talent.

Developing new locations

We aim to open at least one more office within the next 5-10 years, with an expectation that this could include a Midlands or south west office. We will continue to monitor where these opportunities can be taken.

What will this growth look like?

itransport has achieved near year on year growth since we started, with our annual fee income increasing steadily to £8m. We are targeting the continuation of this planned growth over the next 10 years towards £14m in 2035.

In doing so, itransport will grow in terms of people and locations. At the same time, we want to maintain the strong connections between our teams, the close working relationships, and maintain the "feel" of the Practice as a small, independent business, where everyone feels connected to its success.

We forecast that to achieve our growth targets, itransport will grow from 70 people across five locations, to around 110 people across 6-7 locations by 2035.



| What is our future?

We want longevity

We want to be here for the long-term, providing a sustainable business, that delivers a positive impact on the built environment and helps deliver sustainable economic growth.

Remaining transport planning specialists

We plan to diversify our services, but remaining true to our core expertise in supporting the development industry in transport planning. This means retaining the core functions we deliver in transport planning (not diversifying to other disciplines) but moving with the times and the industry to embrace changes brought about by de-carbonisation, technology improvement and changing living practices.

Provide effective and stimulating workspaces

Working together our teams can achieve great results. We will provide attractive, modern, and stimulating working environments across the Practice to allow our teams to collaborate and develop.

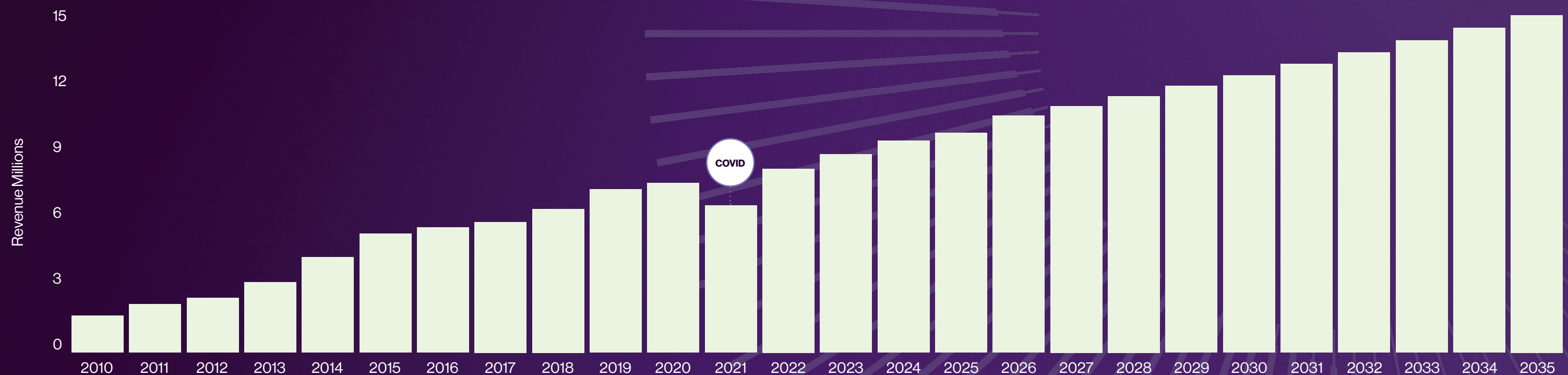
Efficient and effective management of the Practice

We are and will remain a small business and we will ensure that we manage the Practice in a responsible and efficient manner which allows new ideas to be embraced, our teams to be supported and develop, and which provides a fair, inclusive, stimulating and modern working environment.

Continuing investment in core values

We are already investing heavily in achieving our goals to reduce carbon (at transport and in our products), to be a responsible employer, to develop our teams to fulfil their potential, and to provide a diverse, fair and positive working environment. We are proud to be signatories of the CIHT EDI Charter and will publish our own Charter this year, setting out how we apply our EDI values across all aspects of our business and ensuring everyone can feel confident, valued and respected.

These are key commitments for the Partners and we will continue to invest in achieving these goals.





itransport