

A wide-angle landscape photograph showing a calm blue lake in the middle ground, surrounded by rolling green and brown hills. In the background, a range of blue mountains is visible under a clear sky with some light clouds. The foreground shows a grassy slope with some rocky patches.

Thomson

environmental
consultants

Enabling business and
nature to thrive together

"Most people say that it is intellect
which makes a great scientist.
They are wrong: it is character."

Albert Einstein

Balancing our clients' objectives alongside our responsibility to the environment is the manifestation of this statement.

We work with our clients to compliance and beyond.

Welcome to Thomson environmental consultants.

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What makes us different

- 100% employee owned and independent.
- Expertise in all ecosystems: from the bottom of the sea to the tops of mountains.
- Environmental consultancy and contracting under one-roof
- Rapid nationwide deployment
- Specialist environmental data management and digital end-to-end service.
- High profile project experience, trusted provider on the most complex projects
- Innovation at the heart of everything we do

Message from our Chair

Since 2004, we've had a clear mission for Thomson Environmental Consultants. To be chosen by clients as their preferred specialists, admired by competitors and regarded by people as the company to work for. We aim to be the most innovative, pragmatic & fast-growing environmental consultancy in the UK.

Now nearing 20 years we've remained mission focussed and become a leading environmental consultancy. We have a team of over 150 specialists on hand, with a wealth of knowledge and experience to share. Our commitment to excellence and attention to detail has enabled us to build a strong reputation, and we pride ourselves on delivering high-quality, practical solutions to help our clients achieve their goals.

We understand the complexity of environmental regulation, and the importance of business and nature thriving together. We partner our clients to deliver cost effective solutions to environmental issues that respect progress and the natural world. Our team of experienced consultants offer tailored solutions to meet the unique needs of each client.

As the leading independent environmental consultancy, we are trusted, agile, innovative, and responsive. We support you to deliver the most challenging projects and we have a track record of doing so, at scale.

Our services cover all environments, from the ocean floor to the mountain tops, so whether your project is on land or in water, we have the expertise to provide you with straightforward advice from the start, backed up with the full range of services and solutions that you need.

In-house at Thomson, we have expertise in terrestrial, freshwater and marine ecology, hydrology, marine laboratory services, habitat creation and management, geospatial data management and mapping, arboriculture, and climate change and sustainability consultancy.

I invite you to explore our brochure and learn more about the services we offer.

Welcome to Thomson Environmental Consultants

Nancy Thomson
Founder and Chair

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Our Vision, Our Purpose, Our Values

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Our Vision

To be chosen by clients as their preferred specialists, admired by competitors and regarded by people as the company to work for. We aim to be the most innovative, pragmatic and fast-growing environmental consultancy in the UK.

Our Purpose

Our Purpose is to deliver excellent project outcomes with positive environmental impact.

Our Values

Respect Integrity Support Excellence

RISE

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A wide-angle photograph of a rugged coastline at sunset. In the foreground, a grassy cliffside slopes down towards the sea. A winding path leads up the cliff. In the middle ground, a prominent, steep, rocky cliff face rises from the water's edge. At the top of this cliff, a small white lighthouse is visible. The sea is a deep blue, and the sky is filled with soft, colorful clouds in shades of orange, pink, and blue. The overall mood is serene and majestic.

Our Expertise

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We cover all aspects of environmental consultancy – from smaller surveys through to strategic projects.

We offer multiple specialist services:

- Arboricultural consultancy
- Biodiversity Net Gain (BNG) services
- Climate change and sustainability
- Freshwater ecology and hydrology
- Geographic Information Systems (GIS) and mapping
- Habitat creation and management
- Invasive non-native species management
- Marine laboratory and consultancy
- Terrestrial ecology

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Climate change and sustainability

We can help businesses understand their climate change impacts through a range of services. The success of any climate change strategy relies on identifying an appropriate starting point and then in setting measurable and achievable targets.

Thomson offers a collaborative approach, one step at a time, from conceptual development right through to board buy in and sign off. Whether our clients require a specific focus on carbon and climate change or the development of a broader sustainability strategy, we can deliver innovative tailor-made solutions.

We provide a range of climate change and sustainability services including:

- Climate change strategy
- Climate risk and resilience assessment
- ESG strategy
- EU Taxonomy reporting – biodiversity & ecosystems
- Decarbonisation plans
- Weather resilience and climate impact assessment
- Whole life and embodied carbon assessments

Our clients need our support when:

- they need help understanding their climate impacts
- they want to pursue a carbon neutral path our route to net zero
- they need to develop their Environmental, Social and Governance strategy
- they need support to address their biodiversity impact reporting needs
- they need help to reduce their energy use



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Geographic Information Systems (GIS) and mapping

Our GIS and Mapping team provide high end mapping output and GIS capability. We provide sophisticated mobile mapping capability and a central data management function ensuring our data is always up to date and accurate.

TIM (Thomson Interactive Mapping) is our award-winning, interactive mapping system, with secure storage for your project data. TIM allows those involved with the project to access live data relating to the works being undertaken, anytime and anywhere, helping clients to meet project targets.

We undertake complex data visualizations (including 3D), analysis and mapping using state of the art GIS tools to provide our clients with real insight that enables business critical decisions to be made more accurately and quickly.

We provide a range of GIS, data and innovation services including:

- Ecological data capture
- Habitat mapping
- Spatial Analysis and Data Visualisation
- Interactive project mapping
- Drone surveys and analysis
- Digital innovation for environmental project data
- Application of artificial intelligence and deep learning to environmental data

Our clients need our support when:

- they require specialist technical input on GIS and data analysis
- they require management and analysis of complex project data
- they need data visualisations to support decision making
- real time project data insights are needed to help keep programs on track
- they need innovative ways to collect and analyse data
- they require rapid habitat mapping using AI and deep learning



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Habitat creation, restoration and management

We provide practical habitat creation and management solutions to generate positive environmental gains and to compensate for losses caused by development and building works.

We have a track record of delivering large scale biodiversity and landscape enhancement on the largest and most challenging projects in the UK, enabling business and nature to thrive together.

As specialist ecological contractors, Thomson environmental consultants have the experience and knowledge needed when it comes to delivering a range of habitat management services. With your own dedicated project manager, we'll help you meet planning requirements, and secure a positive environmental legacy for your next project.

Our habitat services include:

- Ancient woodland translocation
- BNG implementation works
- Habitat maintenance and monitoring
- Habitat design, creation, and restoration, for projects of any size
- Invasive non-native species management
- Protected species translocation
- Terrestrial habitat creation, including for protected species
- Vegetation management and vegetation clearance
- Wetland, pond and river restoration and creation
- Wildlife fencing including newt, reptile, badger, water vole and otter
- Woodland design and planting

Our clients need our support when:

- they have insufficient resource or a lack of in-house expertise
- when a one stop shop of integrated services is required
- they want to restore or create habitat
- they need expert advice and practical solutions for managing wildlife
- they want to enhance habitat for protected species
- landscaping to achieve positive environmental outcomes
- they want to realise plans for Biodiversity Net Gain
- they need specialist support to translocate protected species
- they need to manage invasive non-native species
- they require bespoke site remediation plans for all invasive plant species



Terrestrial ecology

Our ecology and biodiversity expertise covers all terrestrial ecosystems. We have specialists in habitat survey, botany, ornithology, entomology, herpetology, bats and other mammals. We undertake baseline data surveys, project specific impact assessments, design and implementation of pragmatic and proportionate mitigation solutions, and post mitigation monitoring.

We provide a full range of ecological services, such as:

- Preliminary ecological appraisal (PEA)
- Baseline ecological survey and mapping of habitats and species
- Ecological impact assessment (EclA)
- Biodiversity net gain (BNG) assessment and consulting
- Consultancy and advice on legislation and planning policy
- Protected species survey, licensing and mitigation
- Ecological monitoring
- Expert witness
- Ecological clerk of works (ECoW)

Our clients need our support when they require:

- ecological support for planning applications and compliance with legislation
- a one-stop-shop for the supply and management of environmental services and contracting at every stage of a project
- a quality service from a CIEEM registered service provider
- support on complex projects where innovative solutions are required
- large-scale data collection, mapping and analysis
- rapid deployment of ecological services for time-constrained works
- technical support during liaison with key stakeholders such as regulators and local planning authorities



Freshwater ecology and hydrology

We have specialists with expertise in all aspects of water resource management, water quality, hydrogeology, hydrology and aquatic ecology. We understand the regulatory and legislative constraints and the environmental pressures on precious water resources.

Our aquatic team provides clients with a comprehensive range of surveys that give a robust understanding of the impacts of their operations on aquatic ecosystems. Working with you, we solve problems, obtain approvals and enable your water related projects to progress smoothly.

Our team of experts offer a range of services including aquatic ecology surveys, regulatory assessments, permissions and permits, groundwater and surface water monitoring, sewerage discharges and SuDS assessments, and catchment management services.

Our freshwater ecology and hydrology services include:

- Catchment management
- Freshwater ecology surveys
- Freshwater impact assessments
- Freshwater surveys and monitoring
- Hydrology and hydrogeology
- Surface water drainage consultancy
- Water quality monitoring and assessment

Our clients need our support when:

- they need to monitor surface and groundwater systems, or investigate water levels and flows in rivers and wetland systems
- they need to develop a catchment approach to water quality and flood defence.
- they need to meet regulatory requirements such as freshwater Ecological Impact Assessment (EcIA) and Water Framework Directive (WFD) assessment.
- they need to develop and implement SuDS
- they need to monitor water quality to EA approved methods



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Marine ecology

We are the UK's leading experts in marine environmental survey, laboratory analysis and consultancy services. We offer specialist support for both off-shore and near shore developments.

Our marine division, founded over 30 years ago as Unicomarine, is made up of experienced marine consultants who are experts in various scientific disciplines, focussed on providing pragmatic solutions.

We offer a fully integrated marine environmental survey service, from survey design to providing final technical reports. We support our clients in obtaining environmental data to determine baseline, operational and post construction conditions and gaining consents for their projects. We work relentlessly and collaboratively to deliver excellent project outcomes with positive environmental impacts.

We provide specialist support to commercial developers and government bodies, such as the Environment Agency, Natural England and Natural Resources Wales.

We help clients obtain licences and consents for offshore renewable energy, decommissioning, and other marine constructions, oil and gas extraction, sewage outfalls, fish farms, navigational dredging and disposal, beach recharging, aggregate extraction and all near-shore developments. We also provide analysis of marine macrobenthic samples, with a dedicated team of marine taxonomists and full laboratory facilities.

Our marine ecology services include:

- Biomonitoring of marine organisms
- Fish surveys
- Macrobenthic sample analysis
- Marine and estuarine environmental surveys
- Marine consultancy
- Marine video and seabed imagery analysis
- Particle size analysis

Our clients need our support when:

- they need to survey or monitor macrobenthic fauna
- they need consents in offshore or nearshore environments
- they require pre-application support for EIA screening
- they must prepare for or comply with marine licensing
- they want laboratory and technical support for analysing macrobenthic samples



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Arboricultural services

Our team of arboricultural experts offer a complete service and can provide a range of advice including strategic tree management for either risk or development, advice on Tree Preservation Orders and statements for planning appeals or legal matters.

We offer services in relation to trees and development from feasibility advice through to site supervision and post completion support.

We also provide tree management advice for a wide range of site types and client objectives as well as providing advice in relation to trees and the law. This is a complex area, particularly when Tree Preservation Orders, planning consents and Felling Licences interact.

Our arboricultural consultancy services include:

- Arboricultural impact assessment and method statements
- Arboricultural Clerk of Works (ACoW)
- Capital Asset Value for Amenity Trees (CAVAT) assessment
- Expert witness in relation to trees for planning appeals and public inquiries
- Tree risk surveys
- Tree risk management policies and plans
- Tree management strategies
- Tree planting advice and recommendations
- Tree surveys for planning to BS5837:2012 standards
- Tree Preservation Order (TPO) advice

Our clients need our support when:

- they need to address a legal duty to manage their trees to avoid damage to property and harm to people
- they are navigating complex issues relating to trees and the law
- they need to ensure trees are appropriately considered within development plans
- they want to develop tree planting schemes
- they require expert witness on trees for planning and other legal cases
- they need supervision of works in proximity of trees

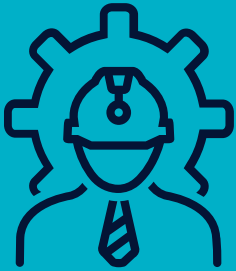


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Who we work with



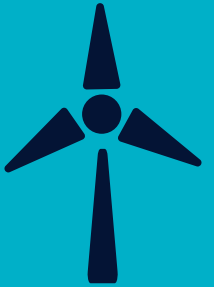
Government:
central and local



Tier 1 contractors



Global multi-disciplinary
consultancies



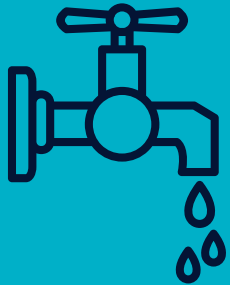
Renewable energy



Highways and rail
infrastructure



Housing and commercial
developers



Utility companies



Ports and harbours

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Testimonials

// Super-efficient service, good contact and updates provided. Thomson's project manager went above and beyond where required. Very happy with the over all service provided. //

10/10 – Engineer, Network Rail

// Thomson are excellent at dealing with our queries and taking on work/questions at short notice. Thank you for your continued support. //

10/10 – Environmental Advisor, Colas Rail

// Fast, accurate, detailed and professional communication and outputs – it has been a pleasure to work with Thomson environmental consultants, thank you. //

10/10 – Director of Capital Projects, Fifty Five Hospitality

// Thomson's project manager did the most amount of surveys in a given timeframe I have seen since coordinating. Great communication and diligent work. //

10/10 – Environmental Consultant, Temple Group

// Always a pleasure to work with Thomson's site manager. He always makes sure we know exactly what's going on....Any time we have a problem it would always be sorted by him promptly. //

10/10 – Operations Quality Supervisor, Tomorrow's Forests

Company History

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2004

In the beginning there was a vision, in Nancy's head.

She persuaded a finance specialist and an ecologist to join her and she bought three IKEA chairs.

Our first project was to deliver an Ecology Impact Assessment for Rochester.

Then came a project to advise on Great Crested Newts for the Cambridge Guided Busway

2007

By now we were renting five small units at the Surrey Technology Centre in Guildford and had a lot more chairs!

Amongst many other projects, we won a high-profile commission to manage the ecology and habitat contracting works for the London Gateway Port and Commercial Park. We opened a Leeds office and rapidly grew our Habitats management team.

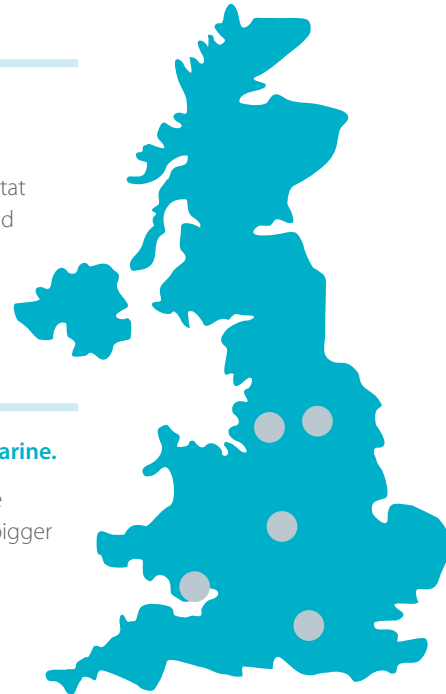
2010

Thomson acquired a specialist, 30 people strong, marine taxonomy company called Unicomarine.

This means that we now cover all ecosystems, from seabed to mountain tops. To accommodate the laboratory and lots more people, we moved within the Research Park, to Compass House, a much bigger space with capacity for 80 to 90 people.

At the same time, we opened the Cardiff office.

Technology really takes off in our world as we now use mobile devices on most surveys.



2015

We win the Construction News Innovation Award for our TIM interactive mapping app, described by the judges as a 'Game Changer'.

We continue to win large scale infrastructure projects for Network Rail and others.

HS2 survey projects underway.

2017

Our Habitats team win their first £5m HS2 ecological mitigation project, delivered very successfully over two years.

And the ecology team also win the Hornsea phase 3 Onshore Cable Corridor Works.

The specialist arboriculture team gets busier and busier.



2018

Birmingham office now opens, making us a team of about 200 highly skilled specialists.

Our water resource management team continues to grow, commissioned by DEFRA to study viruses in drinkwater.



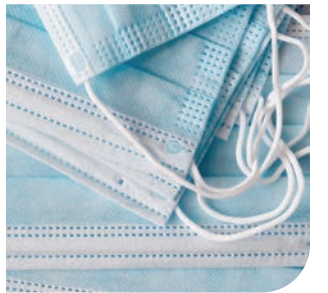
2020

Manchester office opens during the global pandemic and all are sent home to work safely!

Innovative technology becomes core to us as our GIS/Digital team create a range of significant time saving apps.

Our revenue increases by 50% to £10m as work increases during the Covid-19 pandemic.

And we become a fully employee-owned company from March 2020.



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Today

Our growth rate continues in these conflicting times.

Innovative technology is core to what we do and the change to employee ownership has strengthened our culture, just as we had hoped.

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