

PREAMBLE to the CONSTITUTION

THE INDIVIDUALS WHO ARE PARTIES TO THIS DEED WISH, ON EXECUTING IT, TO MAKE THE FOLLOWING DECLARATION WHICH WAS FIRST MADE BY THE FOUNDERS OF THE PRACTICE:

Objectives

- The practice of architecture is inseparable from the social and economic values of the individuals who practise it and the society which sustains it. We as individuals are responsible for contributing to the sustainability of our environment, to the society in which we practise and to the welfare of the team with whom we work.
- To this end, we agree that ownership of the Practice is wholly devolved to a charitable trust, so as to ensure that all the capital value of the enterprise and an annual dividend or donation are directed to charitable purposes; and that by the surrender of private share ownership, both private trading and inheritance of shares is eliminated.
- It has always been our aim to ensure that our work is beneficial to society and to exclude work that is knowingly considered directly destructive to our environment and social fabric. We also recognise that work is not an end in itself and that a balanced life must include the enjoyment of leisure and the time to think. To ensure the work we do is of the highest quality, the size of the office and the selection of projects need to be carefully managed.
- The constitutional provisions which follow aim to encourage collective responsibility by the identification of all involved with the architectural, social, and economic ethos of the Practice through greater participation and by giving them a financial stake in the success of the practice.
- We wish, by these means, to promote our aim of enjoying and producing the highest quality of architecture, backed by the best management, whilst encouraging creativity and clear decision making.
- To this end, the Directors must remain in day-to-day control of the Practice and will be responsible for the general custodianship of the good and efficient working of the constitutional provisions.

Principles

- The principles which have been evolved from the above objectives and on which the constitutional provisions are founded may be summarised as follows:

Shareholding

- Inheritance and private ownership of the Practice by individuals or their families is forbidden. Any shareholdings will devolve to the charitable trust.

Profits

- The Practice must retain sufficient working capital to provide for its foreseeable needs.
- The contribution of all those working in the Practice is to be recognised through a fair distribution of wealth by way of an allocation of a substantial amount of the annual profits amongst the staff.
- A further proportion of annual income is to be dedicated to charitable purposes, as directed by those working in the Practice from time to time. It is the hope of the Directors that this will be directed predominantly towards the less fortunate in the areas of social relief, education, and artistic endeavour.
- All those who participate in the constitution, whether as shareholders, directors, partners or members and benefiting from its fruits, must as a precondition to such participation, assent to such objectives and principles and undertake to adhere to them.

Richard Rogers
February 1990