



ESG REPORT

November 2023

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OUR MISSION & VALUES

at G&T

Gardiner & Theobald is an independent construction and property consultancy committed to providing World Class Service to our clients. We work across the private, public and social sectors to find solutions to complex construction, property and infrastructure challenges that create positive outcomes for our clients and their stakeholders.

We define our success by the value we create for our clients, the fulfilling careers we build for our people, our contribution to the communities in which we work and our own long-term business performance. As we deliver on this mission, we take social and environmental responsibility for our actions, operating as one team across our network of UK and US offices.

Central to this mission is attracting, developing and retaining the best people. We do that by striving to create an inclusive and diverse meritocracy that rewards individuals based on their unique abilities, talent and hard work.



“

*We are all different,
but everyone is equal at
Gardiner & Theobald.*

Adam Glover
Managing Partner

OUR BUSINESS WITH PURPOSE

Framework

MISSION

To find solutions to complex construction, property and infrastructure challenges that create positive outcomes for our clients and their stakeholders



World Class

Build **long-lasting relationships** while looking to the future through **digital transformation**



Robust & Reliable

Partnership structure with **entrepreneurial spirit** and reputation as one of the **best in our field**



Exceptional People

Talented people with a drive to succeed, who are always **learning** and transferring knowledge

VALUES

To create a positive impact and play a responsible part in the communities we work in, aligning profit with purpose



Environment

Support **decarbonisation** with clients, our firm and our industry



Social

Build a **diverse, inclusive** firm and **support** inclusive communities with opportunities for all



Governance

Set the standard for **responsible** and **ethical** business practices while supporting our people to reach their **potential**



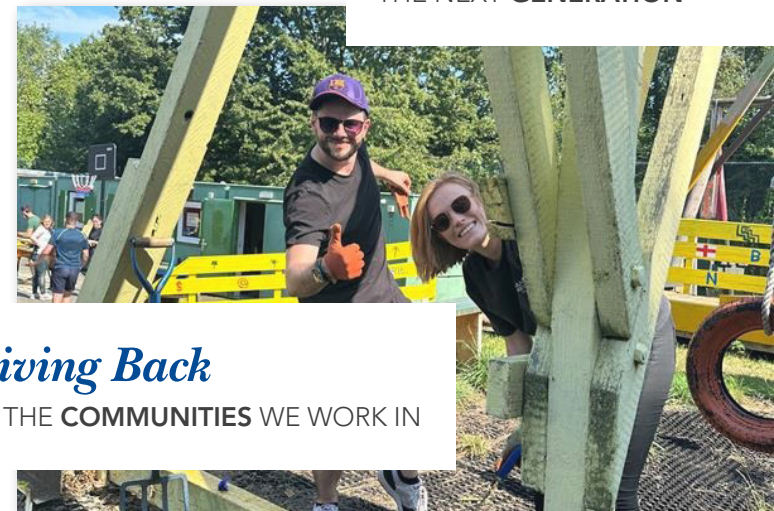
Net Zero Carbon

FIRM BY 2030



Nurturing

THE NEXT GENERATION



Giving Back

TO THE **COMMUNITIES** WE WORK IN

SOCIAL VALUE

Since 2021, **G&T has created a social value worth £12m+**. We are dedicated to helping the communities we work in to thrive. Our Social Value Policy provides a framework for delivering impactful activities including:



Schools outreach



Wellbeing initiatives



Work experience



Charity donations



Apprenticeships



Volunteering



Job creation



Waste diverted
from landfill



Upskilling the
workforce



Reduction of
greenhouse
gas emissions

£12 million+
SOCIAL IMPACT
GENERATED SINCE 2021

To help us capture, calculate and demonstrate our social impact, G&T partners with Thrive Social Value to implement its specialist social value measurement tool which calculates the economic impact of social value activities using the Impact Evaluation Standard and provides the Social Return on Investment (SROI) for each activity. It is derived from government data and respected think tanks, including information from the Office for National Statistics and embraces the five core themes of PPN06/20.

VOLUNTEERING

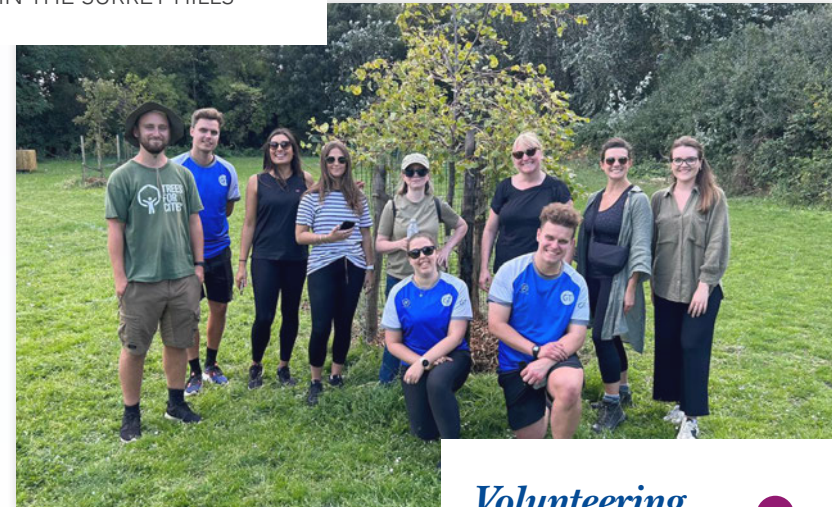
As part of the firm's ESG strategy, we strive to create a positive social impact and play a responsible part in the communities we work in. Through our **employee-generated volunteering programme**, individuals and teams are encouraged to build connections with their local communities and give back to society by volunteering for a day to support causes and charities they feel passionate about.



466 hours
of volunteering activities



Litter Picking 
IN THE SURREY HILLS



Volunteering 
WITH TREES FOR CITIES



Good Food 
FOR GOOD CAUSES



EQUALITY, DIVERSITY AND INCLUSION

Attracting, developing and retaining a **diverse workforce** and supporting **social mobility** are some of our core objectives when recruiting talent. As well as offering a graduate scheme, we have tailored programmes for **apprentices** and **career changers** to become chartered surveyors and project managers and a NextGen programme which champions future leaders of the industry.

This autumn G&T hosted a roundtable to discuss race and ethnicity in the built environment to explore the barriers and opportunities for improving on the industry statistics which suggest just 5.4% of construction workers are from minority ethnic backgrounds. Working with a cross-section of colleagues and industry professionals including Managing Partner, Adam Glover, and members of the firm's ESG committee, eight working groups discussed three key questions:

1. What are the benefits of diverse teams and inclusive leadership?
2. What are the key challenges to achieving racial equality in construction and property?
3. What are the opportunities for improvement and recommended positive actions?

All participants on the night agreed that diverse and inclusive teams and businesses yield better outcomes and are likely to achieve greater financial success. It was also acknowledged that everyone benefits from diverse teams not just those from ethnic or racially diverse backgrounds.

G&T's ESG board is now considering all the outputs from the roundtable to understand how they can inform policies and practices in the future.

FORCES FRIENDLY EMPLOYER

As signatories of the **Armed Forces Covenant**, we have made a public declaration that we are a forces-friendly employer. Our commitments include supporting the employment of veterans and reservists as well as promoting the Armed Forces.

This year we took that commitment one step further when we received the Silver Award at the Employer Recognition Scheme (ERS) Silver Awards Ceremony at the Royal Automobile Club on Pall Mall, further highlighting our support and commitment to the armed forces community.

Achieving the ERS Silver Award is a significant milestone in G&T's journey, since signing the Covenant in 2021. The award acknowledges the dedication and exceptional support provided to the armed forces community, going above and beyond our covenant pledges.



*We received the **Silver Award** at the Employer Recognition Scheme Silver Awards Ceremony, further highlighting our **support and commitment** to the armed forces community.*



READ MORE HERE

[DEFENCE EMPLOYER RECOGNITION SCHEME SILVER AWARD CEREMONY 2023](#)

G&T'S OVERALL CARBON COMMITMENTS



Measure and reduce our carbon emissions across our operations



Commit to being more efficient and demonstrate real reductions in our impacts - whether through building operations, travel or procurement



Procure renewable energy in our office buildings to make us operationally net zero carbon



Reduce Scope 3 emissions from our supply chain and waste



NET ZERO
BY 2030

ENVIRONMENT

G&T has had a firm commitment to reducing carbon year-on-year since achieving ISO 14001 certification in 2008. Reducing carbon has also been the number one priority of G&T's Sustainability Policy and related Environmental Management System. Since 2008, we have measured the carbon impact of our business activities and publicly committed to reducing our carbon emissions.

Since 2019/2020...



55%

cut in carbon emissions



434.5

metric tonnes of carbon reduced

IN 2021, WE MADE THE FOLLOWING COMMITMENTS TO HELP OUR NET ZERO CARBON GOAL:

1

Create a baseline year and continue to measure Scope 1, 2 and 3 emissions: We are committed to reducing our emissions, but also understanding better the ongoing carbon profile of the business and how it is evolving.

2

Reduce consumption in all our activities: Whether it is building operation, travel or procurement, we are committed to being more efficient and to demonstrating real reductions in our impacts. We have already made reductions in energy through moving to cloud computing, adopting "follow-me" printing, procuring more efficient M&E equipment and changing operational practices.

3

Procure renewable energy: Beginning in 2020, we switched our procurement contracts from conventional to renewable suppliers. As of January 2022, all buildings where we have operational control are 100% run by renewable energy.

4

Reduce Scope 3 emissions, including business travel: Since the pandemic, we have seen some aspects of business travel change and reduce with the use of digital technology and artificial intelligence replacing the need for travel at least some of the time. We continue to consider how technology can play an increasing role within our profession while also monitoring these new patterns of travel and emissions. Understanding that some business travel will always be required due to the nature of our work, we are investigating "Gold Standard" offsetting practices to mitigate the emissions we incur from this aspect of our work.

OUR CLIENTS

Projects

We believe everyone has a role to play in **climate action** and that working together to solve these challenges is the best way forward. As a service provider, we know we can make a big impact on climate change by helping our clients meet their net zero carbon aspirations.

Since our last ESG report in May 2023, we have continued to work with clients on delivering projects with environmental credentials. These projects cover a range of sectors from commercial developments through to major projects and infrastructure programmes.



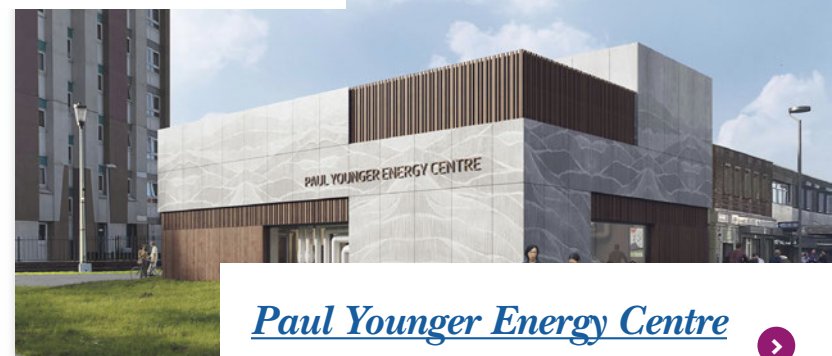
NeuConnect Interconnector

CLIENT: NEUCONNECT



H100 Fife

CLIENT: CONFIDENTIAL



Paul Younger Energy Centre

CLIENT: SOUTH TYNESIDE COUNCIL



2 Copper Square

CLIENT: RELATED ARGENT



OUR CLIENTS

Insights for Change

G&T has a track record of using our market knowledge and expertise to share insights and **thought leadership** on the trends impacting construction, property and infrastructure.

Publishing original research and analysis helps drive our purpose to create value for our clients by identifying practical solutions to the big challenges and opportunities in the marketplace today. Our thought leadership and insights help drive our purpose to support our clients and our industry to create positive outcomes for our communities. It's part of our profit-with-purpose mantra.

*Over the last year we have published a range of **insights on our GT Market Intel microsite** which are helping to shape the conversation on ESG.*

Social Value >

WHAT IT MEANS AND WHY IT MATTERS



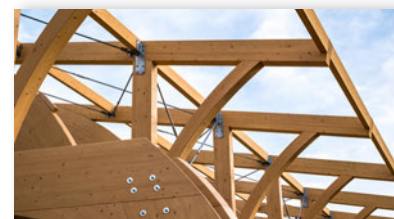
> PLANT-BASED PLACES: NET ZERO AND THE PLANT-BASED MODEL



> CARBON CAPTURE STORAGE – “A NECESSITY, NOT AN OPTION”



> BEYOND THE BOTTOM LINE: HOW BENEFITS-LED PROGRAMMES CREATE VALUE FOR SOCIETY



> NEW GUIDANCE LAUNCHED TO FACILITATE INSURANCE OF MASS TIMBER BUILDINGS



> HEALTHY BUILDINGS AND THE PLANT-BASED MODEL

OUR CLIENTS

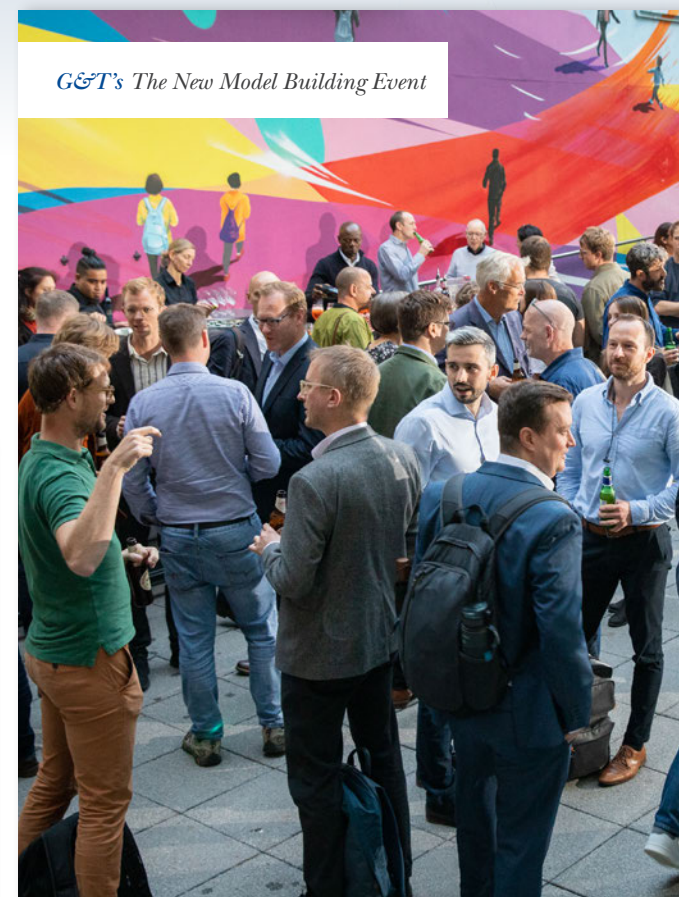
New Building Model

We continue to support our industry with the challenges we collectively face in **tackling climate change**.

This year, G&T hosted the launch of the New Model Building in partnership with Built by Nature. This groundbreaking project from Waugh Thistleton, in collaboration with Buro Happold, UCL and Gardiner & Theobald, includes a new set of design principles demonstrating how mass timber can be used safely to construct residential buildings up to 18m.

The New Model Building is an exemplar methodology for building residential developments, illustrating how substitution of a traditionally constructed superstructure with engineered timber can reduce the embodied carbon footprint by over 50%, and demonstrating how this can be fire safe.

*Engineered timber can reduce the embodied carbon footprint by **over 50%***



READ MORE HERE



THE NEW MODEL BUILDING MARKS TURNING POINT IN EFFORTS TO DECARBONISE HOUSING CONSTRUCTION

OUR STAKEHOLDERS

G&T has joined the **'More Than A Building' network**, pledging support to the life-changing work of Article 25, that continues to build a better future for those that need it most.

Our support of Article 25 is underpinned by our Business with Purpose framework and the commitment to ensuring a more equitable and inclusive future for all.

Article 25 is the UK's leading architectural NGO, collaborating with the workforce in local communities across the Global South to build sustainably. The organisation uses local materials and trains local people ensuring that skills and knowledge remain for the future.



Article 25

Gold Member

ARTICLE 25

We're proud to have joined Article 25's network as Gold Members



OUR STAKEHOLDERS

G&T's volunteers took part in the **London Real Estate Forum's (LREF) schools programme** this summer, inspiring a new generation about the opportunities to develop a career within the built environment.

Students from Dagenham School joined the LREF schools day for an afternoon filled with learning, inspiration and mentorship. G&T volunteers took part alongside a cohort of industry professionals to guide the students through five speed mentoring sessions.

The objective was to tap into the students' perspectives on the future of London while imparting knowledge about career pathways, innovative projects that support the race to net zero and the exciting industry advancements that will influence our future cities. Importantly, our volunteers also delved into the human and technical skills essential for a successful career in the built environment.



Diversifying Real Estate

WITH LPA NEXTGEN



Empowering

TOMORROW'S SKYLINE CREATORS



Upskilling

A NEW GENERATION



GT GARDINER
& THEOBALD

