



Child Support Tanzania
See pg. 19

ESG Report

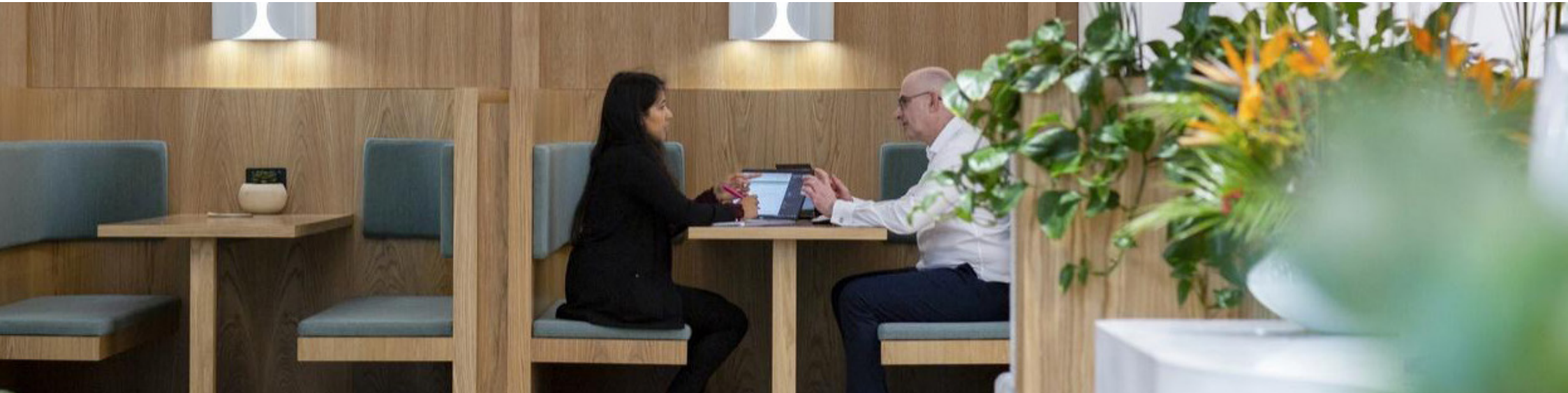
SOCIAL VALUE

November 2024



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OUR APPROACH TO ESG REPORTING

At G&T, our most valuable asset is people. This outlook defines our approach to **Environmental, Social & Governance** (ESG). We agree with the consensus that increased sustainability is an essential part of modern business. However, we also recognise the equal importance in advancing Social Value (SV) efforts by **improving conditions, expanding opportunities** and **enhancing social mobility**.

Whether it is our talented team or members of the community who will benefit, we always strive towards creating equitable outcomes for people wherever possible.

As such, we want to highlight our dual commitments to people and planet. Therefore, we have redefined our approach to reporting our ESG activities. By separating sustainability and SV into two distinct pillars and producing an annual rundown of each area, we hope to celebrate our longstanding commitment to creating positive, people-centered outcomes while affording equal focus to our progress in sustainability.

In this report, we will focus on our social value activities over the last year. When we report again in six months, we will report on our sustainability initiatives.



OUR MISSION TO DELIVER SOCIAL VALUE

We are committed to being a **responsible firm** that prioritises social responsibility. We strive to ensure that our work creates a **lasting positive impact** and will deliver SV for generations to come.

Central to this mission is attracting, developing and retaining the best talent, no matter their background. However, our mission extends beyond diverse hiring. We foster an inclusive meritocracy in-house that rewards individuals for their unique abilities and the value they bring to our broader community.

To embed our values into our work across the construction sector, we have devised a dedicated SV policy. **Key objectives** include:

01

Creating opportunities for social mobility for children in areas where they might not otherwise have them.

02

Addressing the skills gap in construction and supporting the next generation of built environment professionals.

03

Improving diversity and inclusion within the built environment.

04

Supporting the development of our employees and enhancing mental health and wellbeing.

05

Reducing our environmental impact and carbon footprint.

By aligning our commercial activities and SV initiatives with these objectives, we have managed to generate over **£17.6 million** in SV. We also welcome cross-sector collaboration to address complex construction challenges. Ultimately, teamwork allows us to develop solutions which drive value for our clients, stakeholders and local communities. We also help our clients achieve their own SV objectives on projects by facilitating tailored social impact initiatives for the communities which are impacted by our work.

As we work to fulfil this mission, we act as one unified team across our UK and US offices, taking social responsibility seriously.



HOW WE MEASURE THE IMPACT WE CREATE

We are always seeking ways to **evolve and enhance** our approach to creating SV. As we learn more about our capacity to generate positive impact, we recognise the need for a reliable way to track our progress. This not only helps us measure what we have achieved but also lays the foundation for future goals, allowing us to continuously build on our efforts.

To support this aim, we have partnered with **Thrive**, a leading social impact measurement tool, to track and quantify our social impact. Thrive lets us log each SV initiative, calculating the economic and SV generated using standardised metrics from the **Impact Evaluation Standard (IES)**.

By using this tool, we can measure the tangible benefits we deliver to communities, ensuring our initiatives contribute to meaningful change and align with recognised SV frameworks. It also holds us accountable by providing accurate data that reflects our progress and informs our strategies for the future.

The SV we create is a core measure of our success as a business. Since 2021, we have been using Thrive to track the value we've generated for communities, which so far amounts to over **£17.6 million**. We are committed to increasing this contribution year on year.

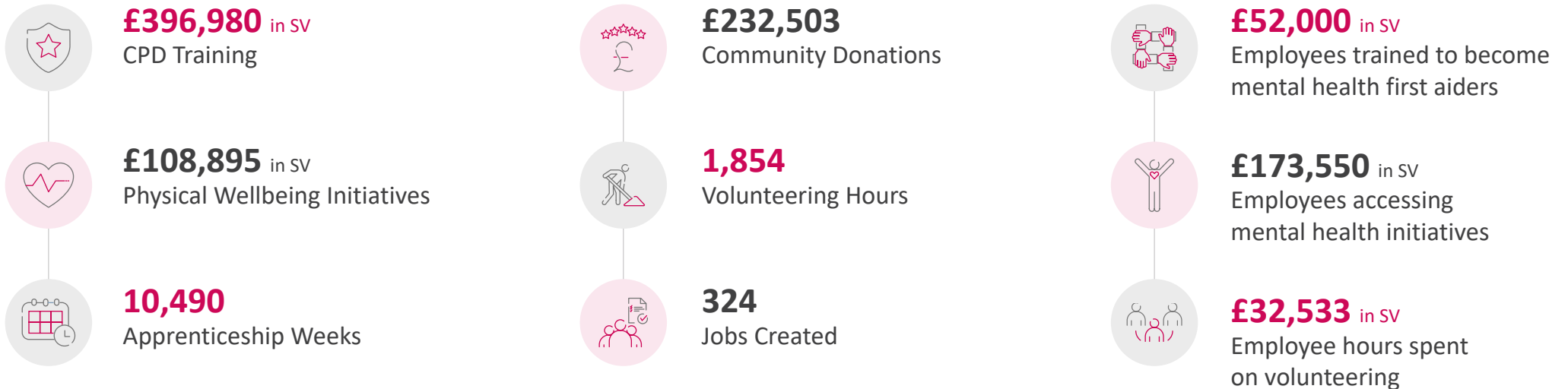


£17.6m

Social value generated since 2021



SPOTLIGHT ON OUR ACHIEVEMENTS TO DATE



2024 TARGETS

Schools Outreach Programme



OUTREACH EVENTS INCLUDING OUR G&T INSIGHT DAYS

Our target was 45 and 50 have taken place year to date, with a further 4 planned



CHARITY PARTNERSHIP PLACEMENTS

3 planned



WORK EXPERIENCE CANDIDATES

Our target was 50 and the total will exceed 80 this year

OUR OUTLOOK AND ACCREDITATIONS

At G&T, we recognise our responsibility to not only deliver commercial success but also **contribute to broader society**. Understanding our role in delivering social impact is crucial to how we operate.

To ensure we're advancing toward our goals, we've established our mission, Business with Purpose, and pursued a range of accreditations to measure and improve our performance over time. By tracking our progress through these standardised methods, we can better align our commercial objectives with our commitment to generating meaningful SV.

BUSINESS WITH PURPOSE

Our Business with Purpose mission sets a clear approach for how we address the social challenges that matter most to our business and the communities we serve. Central to this mission is our commitment to **levelling the playing field**—creating opportunities for people, regardless of their background or circumstances. This includes investing time and resources in in-house training initiatives, providing apprenticeships and fostering career pathways for individuals who may otherwise face barriers to employment.

We are dedicated to supporting the communities we work in by helping build local skills and ensuring everyone has a fair chance to succeed. Through charitable partnerships, pro-bono work and promoting equitable hiring practices in the construction sector, we strive to create long-lasting SV. By integrating these efforts into our core business, we continue to drive equitable outcomes for all stakeholders.



ARMED FORCES COVENANT

Recognising the transferable skills that armed forces professionals bring to the workplace is crucial for enhancing social mobility.

Veterans in the UK face significant challenges transitioning to civilian employment due to a lack of relevant qualifications, difficulties translating military experience and mental health issues. Nearly 31% reported that additional training would have eased their transition¹. Younger veterans, particularly those under 30, often struggle with quantifying transferable skills, making them less prepared for civilian jobs. Veterans are also three times more likely to secure sustained employment through specialised programmes compared to general schemes,² highlighting the need for more tailored support for this group.

G&T signed the Armed Forces Covenant in 2021. In doing so, we demonstrated our ongoing commitment to being a **forces-friendly employer** and pledge to support the employment of veterans and reservists. We aim to increase representation of the Armed Forces community within our workforce and regard this initiative as part of its broader efforts in generating social impact and community engagement.

We have achieved the Silver Award under the Employer Recognition Scheme for our support and endorsement of the Armed Forces Community.



DISABILITY CONFIDENT EMPLOYER

We strive to create a work environment where individuals can thrive, regardless of whether they have disabilities. This commitment has led us to seek accreditation as a Disability Confident Employer.

Not only does this accreditation highlight the **safe and inclusive environment** we provide for those with disabilities, but it also **enhances our understanding** of specific needs which we must cater for. By doing so, we ensure that everyone who joins G&T has access to the necessary accommodations and support, enabling them to contribute fully and realise their potential within our organisation.



NURTURING THE NEXT GENERATION

Aligned with our commitment to addressing the skills gap in construction and supporting the next generation of built environment professionals, we are passionate about **creating clear routes** into the construction profession for young people from **underrepresented backgrounds**.

FACILITATING ENTRY INTO THE PROFESSION THROUGH FORMALISED PATHWAYS

We have a proud tradition of supporting young people to qualify for roles in our sector through apprenticeships. Since our inception, we have consistently hired apprentices, recognising the unique value they bring to the firm year after year. Apprenticeship opportunities allow us to welcome young people with drive and potential who may not have had access to traditional higher education pathways.

By committing to providing apprenticeships, we actively enhance diversity, equity and social mobility in our sector, creating SV not only for the individuals who gain these

opportunities but also for the communities they represent and impact.

In recent decades, we have expanded this commitment with comprehensive graduate schemes and year-out programmes, further broadening access to professional careers. These initiatives are designed to open doors for talented, passionate individuals, providing structured support, mentorship and development opportunities that equip them to thrive in our industry.

Together, our apprenticeships, graduate schemes and year-out programmes ensure that entry into our profession is accessible, fostering a workforce that reflects and supports the communities we serve.

OUR PLAN FOR THE NEXT THREE YEARS

Our aim is to increase our presence at outreach events across London and the regions. We will be targeting ages 11+ and placing greater emphasis on working with schools which are located near our offices.

Our plan to deliver SV across the **next three years** will include:

- 01 REPORTING**
 More in depth reporting to enable us to review numbers applying either directly through the portal, as a result of our outreach work with schools and colleges, as a contact of someone within the firm, or as part of our charity partnership work.
- 02 DATA**
 A review of diversity data, including social mobility, year on year.
- 03 ANALYSIS**
 Analysis of conversion data of those who attend a career event, join us for work experience, join us for an apprenticeship or join us for summer placements while studying at university.
- 04 TARGETS**
 Targets for the number of general outreach events we attend in addition to targets for those with a focus on children from disadvantaged backgrounds.
- 05 SUPPORT**
 Reviewing the support we can offer to help individuals from low-income backgrounds to get into work.



OUR SOCIAL MOBILITY PARTNERS

We understand that to attract, develop and retain people from a **diverse talent pool** we must work collaboratively with social mobility partners to ensure students from all backgrounds are educated on the careers available to them within the industry. We will therefore continue to develop our relationships with the organisations below and expand on these where appropriate.

CONSTRUCTION YOUTH TRUST

We are proud to partner with the Construction Youth Trust (CYT). The charity's mission is to **inspire young people**, enabling them to overcome barriers and achieve their full potential by connecting young people with employers and opportunities in the built environment sectors. Social mobility is at the heart of CYT's work. They prioritise working with young people from low-income backgrounds, underrepresented groups and those who are facing significant barriers to employment.

We have increased our engagement with CYT this year, acting as members of its Broadgate Future Talent Steering Group. The team works collaboratively to inspire and support young Londoners in local schools and creates pathways to rewarding professional apprenticeships along with other opportunities.

As members of the CYT Broadgate Steering Group, we engage with young people in the local area via a series of skills workshops, school events and **networking opportunities**. This works to further educate school and sixth form-aged students from all backgrounds on what the roles of a Project Manager and Cost Manager look like in practice. We also facilitated work experience placements in addition to two Level 6 chartered surveying apprenticeships, reflecting our desire to expand on our relationships with social mobility partners.

PLANBEE MANCHESTER APPRENTICESHIPS

Developed by Manchester City Council, Manchester Life, Ryder Architecture and Gateshead College, PlanBEE Manchester is a unique **higher apprenticeship programme**.

Pathways in design, construction and management help prepare young people for a career in these areas. G&T's Manchester office is currently participating in the organisation's sponsorship initiative. This project involves **hosting 6-8 interns** across a two-year period. Participants are able to rotate across various disciplines in the industry before deciding on their future career path.

CAREER READY

Career Ready is a charity which delivers a programme of mentoring, paid internships and workplace visits for young people who come from under-represented backgrounds. We have hosted four work experience placements in collaboration with the charity since 2022. Like many of our SV initiatives, this endeavour resulted in a hire and one of our second-year apprentices was sourced via this programme.

CLASS OF YOUR OWN

In 2014, G&T worked with Heathcote School as part of the Class of your Own programme. We hosted **technical skills sessions**, offered work experience and facilitated apprenticeship opportunities. Since then, the partnership has evolved. We have worked directly with the school to host **Insight Days** at our London office. These have resulted in work experience placements for students and subsequent Level 6 Chartered Surveying Apprenticeships. One of the Heathcote alumni went on to be recognised as the RICS Young Surveyor of the Year and we look forward to continuing this relationship. Alongside providing work placement opportunities, the firm provides the school with football kit along with **donations** of IT equipment.

01

CASE STUDIES

Taking a localised approach to expanding opportunities for young people



EBURY BRIDGE ESTATE

Our ongoing work on the Ebury Bridge Estate regeneration reflects our commitment to fostering SV by **investing in the local community** and **expanding professional opportunities**. We aim to create lasting social impact within the communities our projects touch, continuing our relationships beyond project completion. This approach allows SV to become an integral part of each project's

lifecycle, generating benefits for the community that endure well beyond the initial development phase.

Working closely with Westminster City Council, we manage and oversee a plan to create 781 new homes, nearly half of which are affordable. Beyond housing, the project brings community-focused resources, including workspaces, hubs and public green spaces, designed to enhance quality of life for residents.

In alignment with our goal to facilitate entry into the profession from communities at the centre of our projects, we hired Fabiola Umar, a project manager apprentice from the Ebury community. Through her role, Fabiola has gained hands-on experience in a development directly impacting her

neighbourhood, allowing her to grow professionally while contributing to this community-centred project.

This initiative, along with educational programs and community events like the Ebury Winter Warmer, illustrates our approach to empowering individuals and creating inclusive, resilient communities in the areas we serve. In this recent [film](#), Fabiola explains how G&T gave her the opportunity to work on this project that is close to her heart.

Click to watch





MARINE LAKE

Our involvement in creating SV with the Marine Lake development is a long-running endeavour. The Marine Lake Event Centre in Southport is set to be a vibrant venue for concerts, conferences and other events, **boosting the area's appeal** for large-scale gatherings and the local economy. We're focused on creating SV through various initiatives tied to the project and the extent

of our work with the site showcases how much SV can be delivered through one single project lifecycle.

For example, to celebrate World Ocean Day, our Marine Lake Event Centre project team previously organised a litter pick to help clean up the local environment and raise awareness about sustainability. We also held an engaging session with students from Southport College and local high schools, where we shared insights about the construction industry and brainstormed project ideas together.

To build on the project's SV focus of learning and development, G&T director Emma Scott-Miller and senior project manager Ben Ringrow recently met with T-Level construction students

from Southport College for a knowledge-sharing workshop. At the session, they gathered to discuss the development of the new development in Southport.

As the project manager responsible for delivering the project, Emma shared insights from her experience, addressing the project's successes, challenges and lessons learned throughout completing the work.

Additionally, Ben facilitated a site visit to the demolition area. This experience was vital in providing students with a practical understanding of career opportunities in construction, offering a rounded impression of what different functions look like within the sector. This reinforced G&T's commitment to community initiatives as the scheme progresses.

02

DIVERSE WORKFORCE



UPSKILLING TO PROMOTE DEVELOPMENT AND DIVERSE WORKFORCES

Our commitment to **supporting individuals' growth**, regardless of their background, goes beyond our work with young people—we empower professionals at every career stage.

Through a range of upskilling initiatives, we focus on building a resilient, inclusive workforce that enhances both our industry and the communities we serve. Aligned with our Business with Purpose mission, we are dedicated to creating growth opportunities beyond entry-level roles, enabling professionals of all ages and backgrounds to develop the skills needed to thrive.

SPOTLIGHT ON NUMBERS

We are passionate about delivering on our vision of a more equitable society where opportunities are awarded to the best people for the job, rather than individuals belonging to a group with a high proportion of existing representation. To this end, we put a great deal of time and effort into ensuring that we create value for groups which traditionally face barriers to secure employment.

£10,463,835 in SV since 2021

Generated by new full time employment opportunities

£86,024 in SV since 2021

Generated by work experience placements

£60,880 in SV since 2021

Provided by apprenticeship opportunities created

£6,241 in SV since 2021

Created by apprenticeship opportunities completed

£5,832,166 in SV since 2021

Generated by apprenticeship weeks delivered

These figures showcase the significant impact of our efforts to **create employment opportunities**. By generating such a significant sum of SV through such hiring initiatives, we are not only helping bolster the skills which ensure the construction industry's supply chain remains resilient, but we're also facilitating pathways to self-sufficiency for individuals who traditionally face barriers to employment. This endeavour reflects our commitment to fostering an equitable society where opportunities are accessible to all, regardless of background. By aligning our efforts with our

vision of merit-based opportunities, we make meaningful strides towards dismantling barriers and supporting a diverse workforce that benefits not only individuals but also the wider community.

WOMEN IN PROPERTY SCOTLAND

Our longstanding partnership with Women in Property Scotland has allowed us to build strong relationships with women in construction. In a male-dominated field, women may face unique challenges. Women in Property Scotland provides a vital platform for networking, seminars and site visits where women can connect and support each other. By promoting a vision of an industry that rewards merit rather than gender, the organisation drives meaningful **progress towards gender equality**—a mission that aligns closely with our SV goals.

This shared commitment is why we participate in events with Women in Property Scotland. Recently, G&T Partner Angela Coia brought her conservation expertise to their 'Restoring and Renewing Glasgow's West Boathouse' event, where she discussed the challenges of this listed building project and highlighted the collaboration required to succeed. Angela also led a 'lunch and learn' session for colleagues in Glasgow and Edinburgh, encouraging knowledge-sharing among women in the conservation field.

Through initiatives like these, we demonstrate our commitment to creating new opportunities in our industry to plug the skills gap, and upskilling underrepresented demographics in construction. These efforts work toward creating a more equitable industry where every individual can excel.



FORCES FRIENDLY EMPLOYER

Our recognition of veterans and reserves goes beyond acknowledging their contributions to society through their military activities. We **actively leverage the unique skills and perspectives** they bring to the table in commercial settings. Veterans possess skills in leadership, strategic thinking, adaptability and discipline. As such, their expertise translates exceptionally well into roles within the construction sector.

By creating entry points for these individuals within our firm, we not only build a more robust, versatile workforce but also align with our Business with Purpose values.

As part of our commitment to veterans, G&T became a signatory of the Armed Forces Covenant in 2021, signaling our dedication as a forces-friendly employer. This public commitment emphasises our support for veterans and reservists by providing tailored employment pathways and celebrating their service. Our engagement in the Employer Recognition Scheme, which awarded us the Silver Award in 2023, underscores these efforts, helping us attract and retain skilled professionals who come from military backgrounds.

In one recent example, we facilitated the transition of a former Royal Navy supply chain specialist, James Martin, into a commercial management role at G&T. His extensive experience in managing teams and overseeing complex operations has been invaluable to his team. His transition into working life at G&T demonstrates how ex-military professionals bring high-level expertise and efficiency to our projects while benefitting from tailored support to integrate into the civilian workforce.



2021

G&T became a signatory of the Armed Forces Covenant

03

CHARITY ACTIVITIES



ANOTHER OUTING

with London Play Design

London Play Design partners with groups of volunteers to **renovate adventure playgrounds** in communities with disadvantaged children. We have participated in numerous volunteering days with the organisation, our most recent being held at Ladywell Gardens.

Our team's day of volunteering involved undertaking landscaping and repair work. The activities carried out equated to approximately one month's work for London Play Design.



VOLUNTEERING

at Mudchute Farm

Team members from our London office recently volunteered at Mudchute Farm. The site is over three decades old and encompasses 32 acres of land. It has developed diverse services which bring a range of **tangible benefits to local communities**.

The volunteering day involved assisting with maintenance tasks including repairing fences, coppicing trees and painting. The work completed by the G&T team will help the site to continue running smoothly.



CHARITY PARTNERSHIPS

Since our inception, we have always believed in **leveraging our expertise** to create a positive social impact. Whether it's training apprentices from day one or enhancing the value we bring to communities through the projects we undertake, we are **always ready to adapt** our approach to provide help where it's needed most.

Over the years, we've partnered with various charitable organisations that share our vision for localised action, radical problem solving and sustainable construction.



CRASH: A VALUED PARTNERSHIP

Since first supporting CRASH in 2019 and becoming an official patron in 2020, G&T has contributed to the charity's mission of uniting the construction industry to **tackle homelessness** and enhance hospice care services. CRASH works collaboratively with firms like ours to provide professional

advice, source building materials and award grants for construction and refurbishment initiatives. Through this partnership, we have used our expertise to assist with various projects and fundraising efforts, helping to create facilities which offer care and support to some of the most vulnerable members of society.

Our partnership with CRASH has enabled us to make a tangible difference through these initiatives and learn about how we can best partner with organisations carrying out critical work which changes lives.

Although our collaboration has concluded, we appreciate the valuable opportunities for giving and learning that came from our work with CRASH.

Article 25

ARTICLE 25: 'BUILDING FOR THE FUTURE'

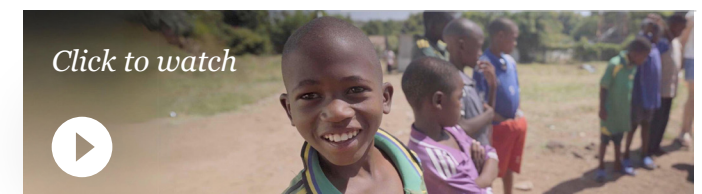
We are now scaling up our efforts to tackle a different area of need— **infrastructure development in under-resourced communities** spanning global territories. Our strengthened relationship with Article 25, an architectural NGO dedicated to creating essential infrastructure in the Global South, reflects G&T's ongoing commitment to using our skills to generate as much SV as possible.

In 2023, we became a Gold member of Article 25's More Than a Building initiative. This project connects industry

professionals and offers resources to support sustainable construction projects worldwide. Since bolstering our partnership through endeavours such as providing pro bono quantity surveying services for an Operation Smile clinic in Morocco, we have deepened our involvement with this initiative. This year, we upped our involvement and we are now a Platinum member.

G&T's alignment with Article 25 also mirrors our Business with Purpose framework, which focuses on equitable opportunities and sustainable development. According to Article 25's Chief Executive, our "support has enabled [the NGO] to start a feasibility study for street children in Mwanza, Tanzania, and add additional phases to both Child Support Tanzania, and the children's village in Boma."

As part of this partnership, Kevin Arnold, a Board Partner at G&T, was appointed as an ambassador, helping to **drive greater impact** in under-resourced communities. Together, we are working towards shaping a more inclusive and sustainable future, using our expertise to support critical infrastructure that empowers local communities. We look forward to deepening this collaboration in the knowledge that it allows us to make lasting contributions where they are needed most.





OUR NEXT STEPS

We have made significant progress in creating SV both through initiatives which are related to our projects and activities we complete at a corporate level. However, when it comes to creating meaningful impact, **the work is never done**. Across the next year, we will be continuing to focus our efforts on creating SV wherever we can.



We will aim to **increase our presence** at relevant events across London and the regions. In line with our plans for the Schools Outreach Programme.



We will **strengthen our relationship** with Article 25 in our new capacity as Platinum partners, seizing all learning opportunities to enhance our approach to creating SV.



We will **broker and maintain relationships** with social mobility partners to help us fulfil our ambition of delivering more SV.



We will **review the support we can offer** to support individuals from low-income backgrounds to get into work.



We will **engage in more in-depth reporting**, conducting a review of diversity data year on year.

We hope that these actions and more will contribute to our progress in delivering even more SV across the next year.

GT GARDINER
& THEOBALD

