



ESG REPORT

May 2024

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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

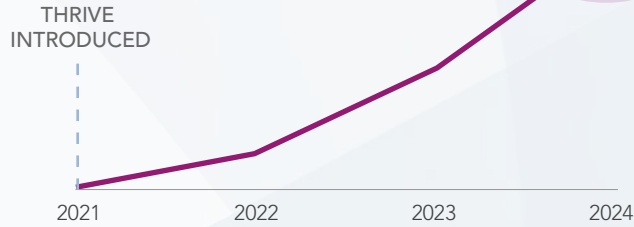


Giving Back

TO THE COMMUNITIES WE WORK IN

TOTAL SOCIAL VALUE GENERATED SINCE 2021

**£15.7
million**



1,803
Volunteering
hours

£106,518
Charitable
donations

284
Jobs
created

8,358
Apprenticeship
weeks



440
Tonnes of
carbon reduced

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 that calculates the economic impact of activities** using the Impact Evaluation Standard and provides the Social Return on Investment for each activity. The Standard, which embraces the five core themes of PPNO6/20, is derived from government data and respected industry think tanks.

SOCIAL VALUE

An integral part of G&T's ESG strategy is our **social value policy** which sets out the areas where efforts will be focused and where the firm can make the biggest impact including:



Creating social mobility opportunities for children



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



Promoting diversity and inclusion in the built environment



Supporting the personal development and wellbeing of employees



Reducing the firm's environmental impact and carbon footprint

G&T is also helping clients achieve their own social value objectives on projects by helping to deliver tailored and tangible social benefits to local communities.



VOLUNTEERING

for London Play Design

Earlier this month a team of cost managers from G&T stepped away from their desks and picked up some tools to repair a playground. They were volunteering for **London Play Design**, an organisation that renovates, repairs, and preserves playgrounds for communities across London.

G&T carried out repairs on Cape Adventure Playground, which was established in the 1970s. Here, children can explore nature and play outdoors on rope bridges, treehouses and trampolines.

In just one day, the G&T team:

- 01 Attached repair splints to tree house uprights
- 02 Laid a bark chip surface
- 03 Attached 'bumper' tyres to the zip wire fence
- 04 Removed concrete spurs near the lower pathway
- 05 Repaired the rope handrail of the main staircase
- 06 Widened the lower path

*The G&T volunteer team was **27 strong**, providing **135 hours** of volunteering. In total **350 children** benefited from the project.*

FORCES FRIENDLY EMPLOYER

As signatories of the **Armed Forces Covenant** since 2021, G&T has 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.

Having achieved the **Silver Award** in the Employer Recognition Scheme in 2023, highlighting our support and commitment to the armed forces community, we continue to create career pathways for ex-military personnel to join our firm and flourish in the construction and property sector.

READ MORE HERE



DEFENCE EMPLOYER RECOGNITION
SCHEME SILVER AWARD CEREMONY 2023



EMPLOYER RECOGNITION SCHEME

SILVER AWARD 2023

Proudly supporting those who serve.



JAMES MARTIN
EX-MILITARY
Commercial Manager
at G&T

Case Study

James Martin was a supply chain specialist with the Royal Navy. He joined his first unit - HMS Trenchant – in 2016. Throughout his naval career he took on many responsibilities, including leadership roles, planning life-extension maintenance periods for ships and procuring specialist items.

James joined G&T in 2023 as a commercial manager immediately upon leaving the Navy. He still had three months left of his notice period when he interviewed for us, however we were happy to wait for him to join us. We found a role that fits James’ skill set and advised him on potential paths of progression.

“

*Working for G&T is the opposite of what I had been used to in the forces. Some days I am out and about on business getting to meet new people and representing G&T, other days I am working from the office. A typical day at G&T is what I make it, **I am in control of my life.***

”

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...



56%

cut in carbon emissions



440

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

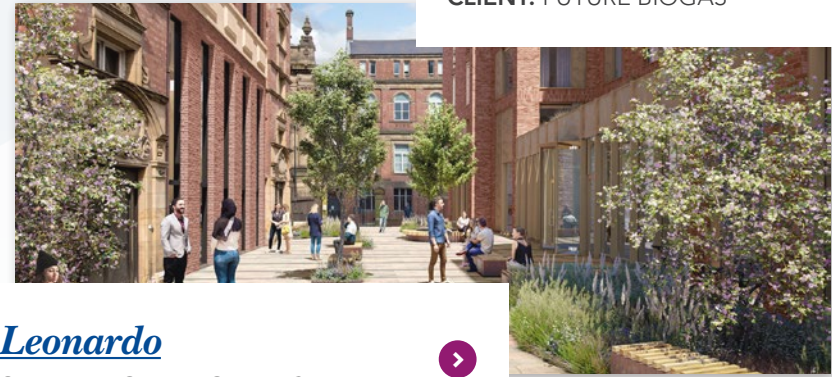
We believe everyone has a role to play in **climate action** and that working together to solve these challenges is the best way forward. As a service provider, we know we can make a big impact on climate change by helping our clients meet their net zero carbon aspirations.

Since our last ESG report in November 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.



Future Biogas

CLIENT: FUTURE BIOGAS



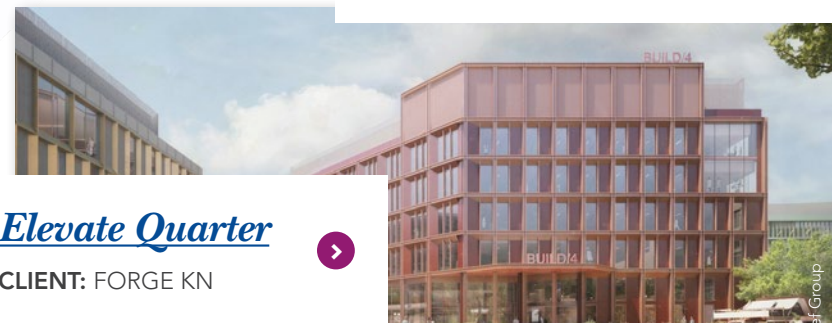
Leonardo

CLIENT: LEONARDO LEEDS LIMITED



2 & 3 Angel Square

CLIENT: NOMA GP LTD



Elevate Quarter

CLIENT: FORGE KN



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.

There has been a significant increase in interest for using mass timber within construction projects across the UK over the last few years. A combination of the UK Government's net zero 2050 target, growing concern about the global climate crisis and people's attitudes towards the spaces they live and work in has created a substantial shift in demand.

*In response, G&T launched a **Mass Timber Forum** bringing together experts from across the industry to discuss and debate the barriers of using mass timber in construction.*



[Mass Timber Series](#)



HVDC LINKS & INTERCONNECTORS: UNLOCKING EUROPE'S RENEWABLE ENERGY GRID



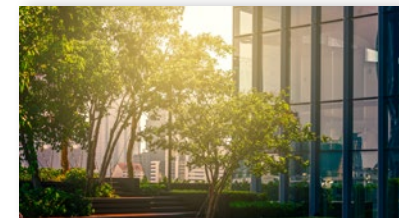
DATA CENTRES AND SUSTAINABILITY



DECARBONISING THE BUILT ENVIRONMENT – EPC, MEES AND THE COST IMPLICATIONS



THE GROWTH OF PLANT-BASED MATERIALS



PLANT-BASED PLACES: REGULATION AND OTHER BARRIERS TO GREATER UPTAKE



BUILDING FUTURE SKILLS

at Broadgate

G&T partnered with **Construction Youth Trust** (CYT) during December to deliver a **Building Future Skills workshop** alongside Sir Robert McAlpine and British Land, as part of Broadgate Future Talent, a collaborative five-year project to create new apprenticeship pathways for young Londoners.

The project's vision introduces young people from the City's neighbouring communities to all aspects of the built environment and inspires them about working in an industry with a huge skills need. The programme supports budding young professionals to develop their employability skills and connect them with life-changing career opportunities.

This workshop saw 23 Year 12 students from different schools in and around the Broadgate area learn more about the inspiring careers available within the construction and built environment industry and the possible routes into those roles.

G&T volunteers worked with the students across this three-day programme to help them better understand the industry. Following the programme G&T looks forward to welcoming some of these students back for exciting work experience opportunities.

*G&T volunteers worked with the students across this three-day programme to help them **better understand** the industry.*



THE FUTURE HOMES STANDARD

Building to Net-Zero

G&T partner Ben McCartney recently met with industry leaders to discuss the opportunities and challenges of [The UK Government's Future Homes Standard](#).

The UK Government's Future Homes Standard will come into effect in 2025. The regulations aim to cut the carbon emissions of homes by **75 – 80%**, in part by focussing on heating systems that are not reliant on fossil fuels.

The Future Homes Standard was announced in 2019 as part of the Government's Spring Statement, and legislators are currently consulting with industry for technical specification ahead of implementation next year. The Standard is now part of the Government's wider goal to achieve net-zero carbon emissions by 2050, which the government set in October 2021.

Earlier this year, NorDan UK, together with industry publisher, Place North West, hosted a roundtable discussion with industry experts including G&T partner Ben McCartney. The purpose was to discuss the effects that the Future Homes Standard would have on the industry and what steps can be taken to meet any challenges presented by the new Standard.

G&T RENEWS SUPPORT

for its charitable partner, Crash

We are proud to continue our partnership with **CRASH**, a charity that unites the construction industry, utilising the expertise and resources of this sector to build and improve facilities that support homeless people and those in hospice care.

Our support for CRASH is rooted in our **Business with Purpose** philosophy, where we believe in supporting the communities we work in and making a positive social impact.

G&T first started supporting CRASH in 2019 and became an official Patron in 2020. Most recently – besides renewing our patronage – we contributed to the CRASH Christmas Card Appeal, which raised over **£79,500**.

CRASH has been creating places that care for people since 1996, supporting charities with the construction or refurbishment of their infrastructure, building better places for people to live and work.

The charity operates collaboratively and part of its work includes providing free professional advice, assistance sourcing building materials and awarding grants, with the support of construction and property firms such as G&T.

Through our patronage we use our professional skills to assist with construction projects throughout the year, as well as helping with fundraising initiatives.



GT GARDINER
& THEOBALD

