GT GARDINER &THEOBALD

ESG Report

SUSTAINABILITY

May 2025

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OUR APPROACH TO ESG REPORTING

The transition to a more **sustainable built environment** is underway, but the scale of change required across construction and infrastructure remains significant. In London alone, an estimated **26,000** additional built environment workers will be needed by 2026 to meet the city's sustainability goals*. While challenges remain, we see this as an **opportunity to lead with purpose**. With coordinated action and a focus on **capability**, **innovation** and **collaboration**, the built environment can achieve its environmental objectives and contribute to a more resilient future.

As a firm, we're closely attuned to the evolving sustainability landscape and understand both the risks of inaction and the benefits of embedding sustainable principles into our day-to-day work. We understand that a healthy planet is essential not just for our environment, but also for people's wellbeing and long-term commercial success. That's why we remain focused on making a tangible difference to the environment - by acting responsibly, embedding sustainable practices into our projects and encouraging others in the built environment sector to act sustainably.

We also know that sustainability and social impact go hand in hand. By opening access to opportunities, supporting social mobility and helping people gain the skills needed for a greener built environment, we're working to deliver benefits that positively impact both the planet and the communities which depend on it.

To reflect this balanced approach, we've updated how we report on our activities around ESG. By separating sustainability and social value into two clear focus areas - with dedicated reports for each - we aim to show our deep commitment to environmental responsibility while continuing to prioritise people-first outcomes.

*City of London Corporation.

> *"This report focuses on our approach to sustainability. In six months, we'll release a separate update dedicated to our work on social value."*

OUR MEASURES AND COMMITMENTS

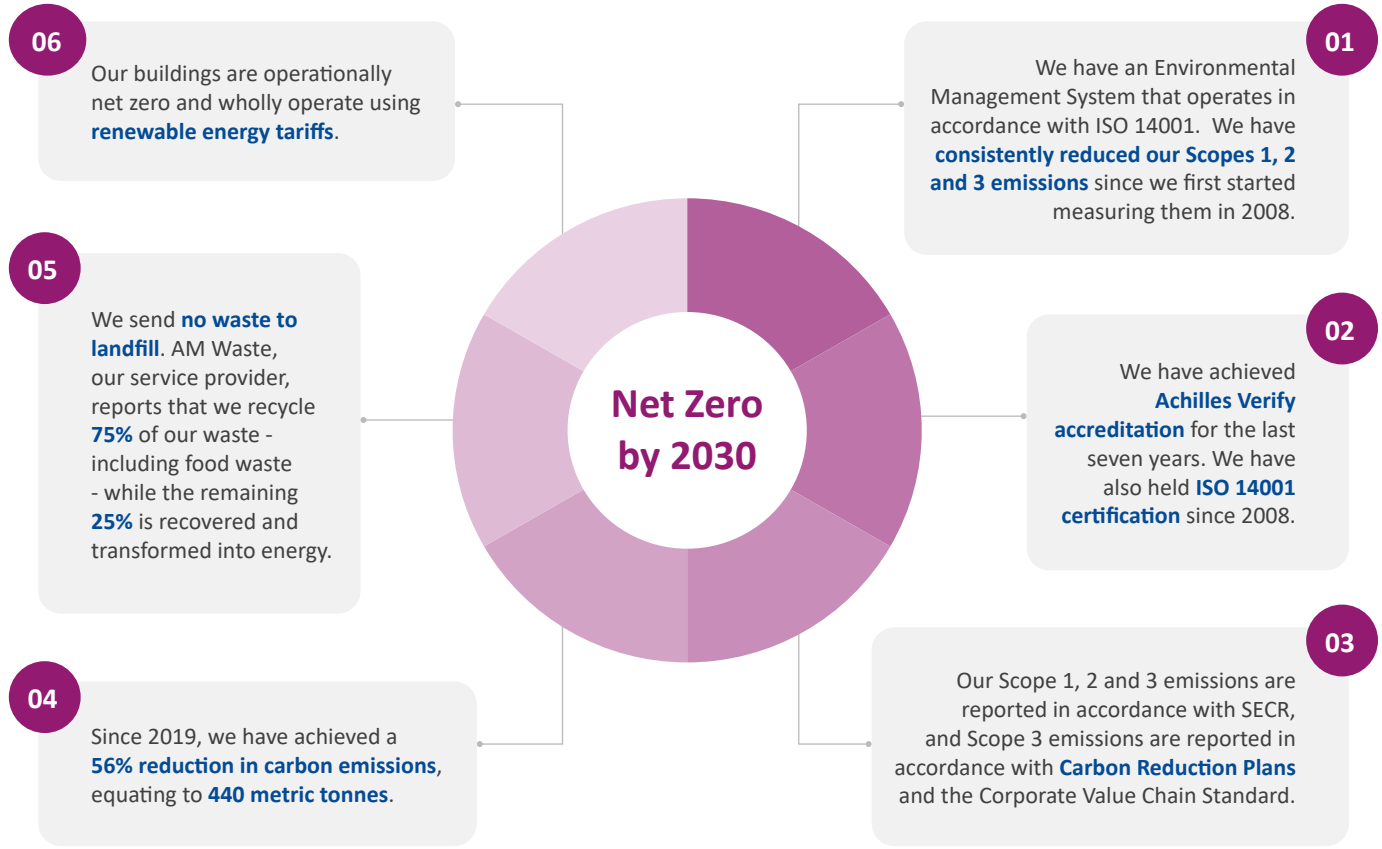
We're committed to reaching **net zero as a company by 2030**. To get there, we actively track our progress and take decisive action to stay on course.

thrive

How We Measure Our Impact

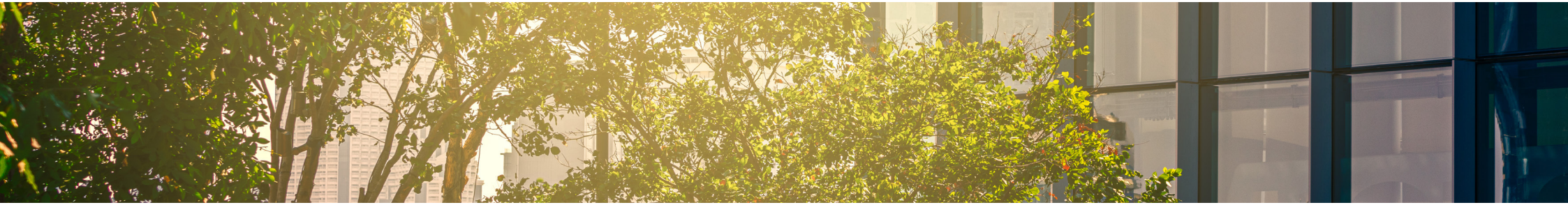
We use Thrive - our dedicated social value measurement tool - to monitor and report on our social value and sustainability efforts.

Thrive applies the Impact Evaluation Standard to provide clear, consistent metrics that reflect the value we deliver through our work. Since we began tracking in 2021, we've generated **£19,172,104.60** in social value, with **£686,993.55** deriving purely from our sustainability initiatives.



01

BUILDING SUSTAINABLE SKILLS



DEVELOPING THE TOOLS FOR SUSTAINABLE CONSTRUCTION

As a service provider, we understand that our most significant impact lies in **helping our clients** meet their sustainability ambitions. With nearly three decades of experience in low and zero carbon construction, we bring deep expertise in delivering energy-efficient buildings which meet the **highest environmental standards**. Our project teams are trained and skilled in identifying opportunities for carbon reduction and applying best practice principles to drive measurable outcomes across a diverse range of schemes.

However, our commitment to sustainability goes beyond individual projects - we actively contribute to shaping the tools and standards that influence the industry's approach to sustainable construction. A standout example is the PANDA tool, developed in partnership with Innovate UK, the University of Cambridge and Price & Myers.

PANDA enables rapid modelling of embodied and operational carbon, empowering design teams to make informed choices from the initial stages. We also collaborated on the Low Carbon Workplace Programme with the Carbon Trust, and contributed to the RICS Whole Life Carbon Assessment framework, helping to define best practice for the next generation of buildings.

Our involvement in these developments reflects our commitment to leading the way in sustainability innovation.

WORKING WITH CLIENTS TO DELIVER SUSTAINABLE OUTCOMES

We work closely with clients and project teams throughout the design and construction process to ensure low carbon principles are embedded from the very start. This includes defining sustainability goals, integrating renewable materials in line with BES 6001 and setting clear KPIs and net zero targets. Our collaborative approach brings contractors, suppliers and consultants together to maximise opportunities for carbon savings and minimise waste.

DELIVERING INNOVATION ON HIGH-PROFILE DEVELOPMENTS

We've been at the forefront of low and zero carbon building delivery since 2006, when we partnered with the UK Green Building Council to evaluate the Government's non-domestic carbon reduction programme. Since then, we've worked on several groundbreaking schemes including the Olympics Legacy Masterplan, the Northwest Cambridge development, WWF Headquarters and Manchester Metropolitan University's Birley Fields campus.

Each project pushed boundaries, demonstrating our ability to deliver both environmental performance and design excellence.

> *"We actively contribute to shaping the tools and standards that influence the industry's approach to sustainable construction."*

TACKLING THE GREEN SKILLS GAP

Since 2022, G&T has been a proud member of the **Skills for a Sustainable Skyline Taskforce** - an initiative led by the City of London Corporation to support the fulfilment of net zero objectives while addressing the shortage of green skills across the built environment sector.

We're fully aligned with these priorities, which are reflected in two of our core social value objectives: supporting a just transition to a greener future and opening up opportunities for a more diverse, inclusive workforce. Our involvement in the taskforce is part of our ongoing commitment to driving progress in both areas.

While positive steps have been taken since the initiative launched, the scale of the challenge remains significant.

According to the City of London Corporation, around 26,000 additional built environment workers will be needed in Greater London by 2026 to meet sustainability targets. This highlights the need for continued, collective action across our sector and beyond.

THE LAUNCH OF THE SKYLINE SKILLS HUB

Building on research conducted by the taskforce, it's clear that closing the skills gap will require upskilling and reskilling individuals from a wide range of backgrounds. As G&T Partner and taskforce member Matt Holman noted...

"There is a critical need for greater access to a skilled, diverse workforce that is trained and qualified to construct, retrofit and manage the commercial buildings of tomorrow."

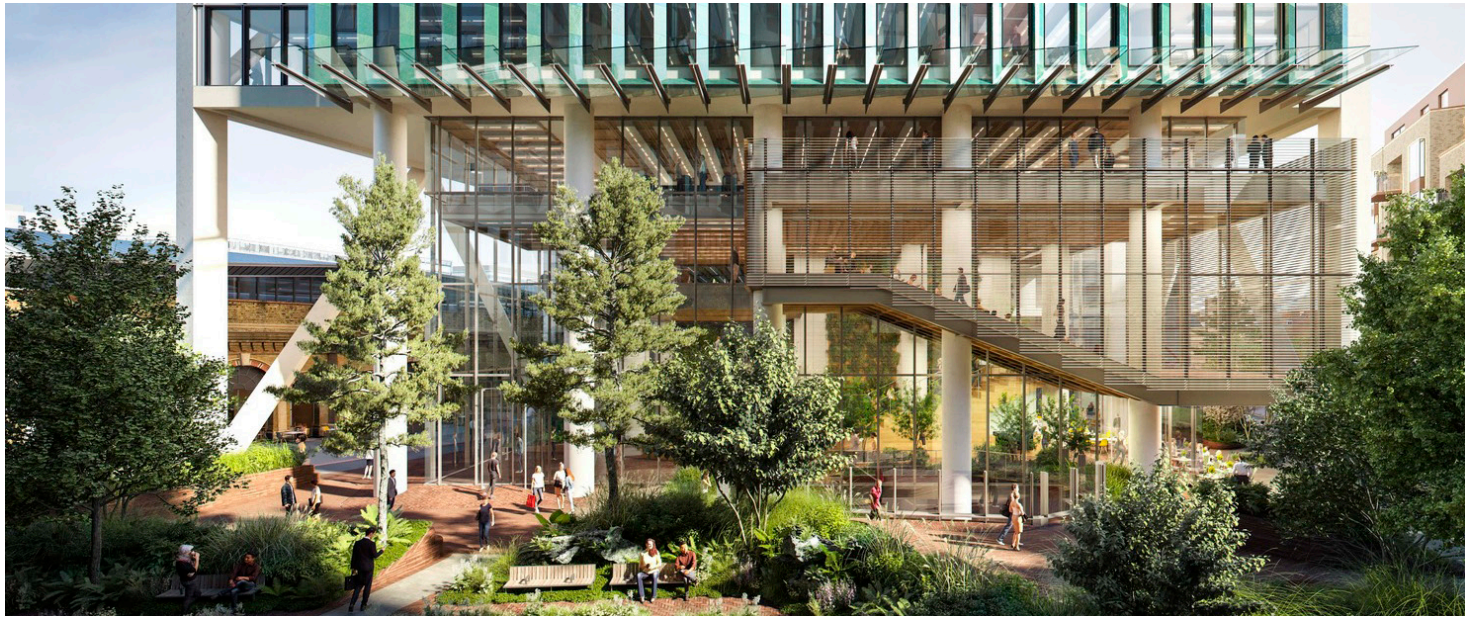
In response, the City of London Corporation has launched the Skyline Skills Hub - a new platform designed to help tackle the green skills shortage in London's commercial built environment. The hub brings together best practice guidance, careers resources, case studies and research to support individuals, employers, and policymakers alike.

For workers across the construction sector and beyond, the hub offers a chance to upskill in sustainability-focused roles - particularly those which are essential to the delivery of net zero outcomes. At the same time, it provides practical guidance for employers on attracting and retaining the talent needed to ensure a more sustainable built environment.

By bringing together all sides of the industry in one focused initiative, the Skyline Skills Hub marks an important step towards a greener, more inclusive built environment. We are proud to have played a part in its formation.

02

SUPPORTING SUSTAINABLE PLACEMAKING



EDGE LONDON BRIDGE

This scheme aims to be **one of London's most sustainable office towers**, designed to achieve top sustainability accreditations including BREEAM 'Outstanding' and WELL Platinum. However, beyond accreditations, the scheme is conceived as a **community asset** for both tenants and the wider locality, promoting placemaking which enhances the wellbeing of all who interact with the building.

Designed by Pilbrow and Partners, the 396,000 sq ft building comprises 27 floors of commercial office space, with the lowest four floors formed from a timber structure and CLT slabs. The development additionally features zoned office space which has been constructed using timber, with interconnected floorplates designed to encourage collaboration across floors and teams.

Vibrant landscaping is a central characteristic of the public realm which extends into the building's interior. This feature boosts biodiversity and provides opportunities for workers and residents alike to connect with nature in an urban setting. Complementing this, the new public park will strengthen the site's capacity to serve as a community hub. The scheme further supports wellbeing through a range of features including planted balconies, floor-to-ceiling windows and an underfloor air supply system with mixed-mode ventilation. This feature serves to improve indoor air quality. Meanwhile, sensors will monitor space usage within the building, enabling targeted heating and cooling which will support greater energy efficiency.

Vibrant landscaping boosts biodiversity and provides opportunities to connect with nature in an urban setting

03

FACILITATING INNOVATIVE CONSTRUCTION

OUR ROLE IN FACILITATING SUSTAINABLE CONSTRUCTION

At G&T, sustainability is a key priority. We recognise that as an industry, we must play a leading role in addressing the growing environmental challenges we face. The built environment accounts for a significant portion of global carbon emissions, and as such, it is vital that we **reduce our impact** and work towards more sustainable construction outcomes. We are committed to this responsibility, understanding the urgent need to drive **meaningful change** within the sector by deriving innovative solutions.

At an industry level, we contributed to the RICS Working Group that developed the recent Whole Life Carbon Assessment (WLCA) framework, which sets best practice for next generation buildings. This tool helps professionals to estimate carbon emissions across the entire lifecycle of a construction project, right from concept to the end of the structure's life. Its model encompasses embodied carbon, operational carbon and user carbon, providing a comprehensive tally of total emissions. Our involvement in the expert working group allowed us to help shape this standard and influence the future of a more sustainable built environment.

At a project level, we focus on reducing carbon emissions, minimising waste and using our expertise to optimise resource use - creating more sustainable buildings. By integrating energy-efficient technologies and sustainable design strategies, we ensure that our projects meet high environmental standards. We work closely with clients to achieve top sustainability certifications, including **BREEAM**, **WELL** and **NABERS**, ensuring that our buildings are not only efficient but also resilient and adaptable for the long term.

Our goal is to deliver buildings that benefit both the environment and the communities which use them, providing long-term social and ecological value. This section highlights our ongoing efforts to drive innovation and sustainability in construction, and the practical steps we are taking to reduce construction's impact on the environment.

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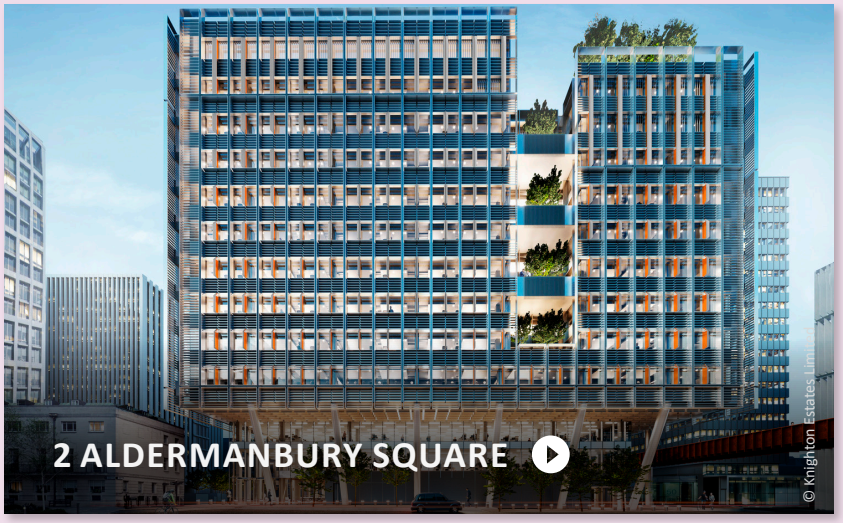


WORKING WITH FRAMEWORKS

Our projects aim to attain the highest levels of certification, having targeted **'Outstanding'** ratings under the **BREEAM** framework, **Platinum** certifications under the **WELL Building Standard** and **5*** ratings from **NABERS**. These accolades reflect a strong commitment to environmental performance, energy efficiency and user health.

Click to find out more...

RECYCLED MATERIALS DRIVING SUSTAINABLE DESIGN

We were appointed to support the refurbishment of 20 Finsbury Dials in London - a project that embraces a fabric-first approach, prioritising the retention of existing building elements to maximise embodied carbon savings. Throughout the project, we have worked closely with the design team to deliver a **highly sustainable scheme** that aligns with **best-in-class ESG targets**. These include BREEAM 'Outstanding', NABERS 5*, WELL Platinum, EPC A and an ambitious embodied carbon target of 250kgCO_2e/m².

Some features include:

- Prioritising the repurpose of materials, such as **transforming** the existing granite façade into terrazzo tiling
- Installing **reclaimed** steel instead of new
- Retaining the existing granite façade and new glazing to **optimise** thermal performance
- Retaining and reusing existing plant screens
- Keeping most of the raised access flooring and filling any gaps with **refurbished** tiles from other projects
- Auditing existing services, partitions and doors to understand what can be used and **repurposed** as part of the circular economy strategy
- Choosing **low-carbon** materials, such as CLT for the atrium infill, and low carbon glass and aluminium Schuco profiling for new external glazing

COLLABORATING WITH SPECIALISTS TO SAVE EMBODIED CARBON

To help the client meet their embodied carbon target, we partnered with Waterman and Cleveland Steel to explore alternatives to the originally proposed structural frame. Together, we undertook a comprehensive analysis - assessing cost, programme, and carbon impacts - comparing new steel with both XCarb and reclaimed materials.

Although the reclaimed steel option carried a slightly higher cost than XCarb, it offered significant benefits: a reduction in overall steel tonnage, a notable embodied carbon saving and no impact on programme delivery. Thanks to early identification and procurement, this option emerged as the preferred design solution.

Turning an Unwanted Façade into High-Specification Flooring

Buying new is never the only option. In fact, embracing reuse and material recovery is fundamental to advancing a circular economy. This approach seeks to minimise waste and preserve resources, ensuring that new materials are not sourced where recycled ones will suffice. From a design perspective, repurposing elements from existing buildings also brings historical continuity and unique characteristics to contemporary construction.

At Finsbury Dials, we championed the innovative proposal to repurpose the building's original pink granite façade by transforming it into internal terrazzo flooring for the reception and lobby areas. Rather than disposing of the granite, it was carefully removed from the site, crushed and reused as aggregate to create bespoke tiles which complement the building's new interior design scheme.

This creative reuse strategy delivered multiple benefits. It significantly reduced construction waste, cut down on the extraction and transport of new raw materials and contributed to the project's ambitious sustainability goals. Vitally, this approach embodies the principles of a circular economy in action, demonstrating how thoughtful design and material reuse can enhance both environmental and architectural value.

DEPLOYING INNOVATIVE CIRCULAR ECONOMY STRATEGIES

In line with the City of London's policy on retrofitting commercial buildings, the transformation of 1 Golden Lane is designed with **sustainability at its core**. Castleforge's vision is to **reduce the building's embodied carbon by 20%** compared to the standard London office benchmark, while also securing an 'Outstanding' BREEAM certification.

EMBRACING CIRCULAR ECONOMY PRINCIPLES BY RETAINING MUCH OF THE ORIGINAL STRUCTURE

To achieve the ambitious sustainability credentials which the client seeks, the project embraces innovative construction methods, including the partial retention of the original building's structure. A circular economy approach has been implemented, with the building's original steel being repurposed to minimise waste and reduce the overall carbon footprint.

The design by Hawkins\Brown introduces four additional storeys of sustainable office space. The project also incorporates a striking 'green veil' on the south façade, bolstering the building's environmental performance and aesthetic appeal.

- Leading sustainability aspirations
- Designed to be a Net Zero Whole Life Carbon building
- BREEAM 'Outstanding'
- Targeting WELL Core Platinum
- Targeting NABERS 5*
- 7,000 sq ft of terraces and roof gardens
- Enhanced arrival experience - 4,000 sq ft

SHAPING RESILIENT FUTURES THROUGH SUSTAINABLE AEROSPACE INFRASTRUCTURE

Our collaboration with Urban-Air Port (UAP) and environmental consultancy Atelier Ten reflects our shared commitment to **pioneering sustainable infrastructure**. As consultants, we lead by example by **minimising** environmental impact, **optimising** resource use and **supporting** projects that are not only efficient but resilient and valuable to society.

Together, we are advancing AirOne Next-Gen - a compact, modular vertiport designed to support the growing Advanced Air Mobility (AAM) sector and the operational needs of eVTOL (electric vertical take-off and landing) aircraft. The facility achieves high sustainability performance while remaining cost-efficient, addressing a major challenge in the AAM industry where certification and development costs continue to escalate.

This project demonstrates how innovative design and responsible development can reduce both financial and environmental costs. UAP's early and strategic focus on infrastructure viability has been instrumental to the project's success, drawing partnerships with leading aerospace organisations including Airbus, Volocopter, Honda and Hyundai Motor Group since 2019.

Atelier Ten is supporting the project with integrated sustainability strategies, LEED pre-certification, and advanced environmental design - ensuring that AirOne Next-Gen sets a benchmark for the future of sustainable, scalable AAM infrastructure.

TECHNICAL INNOVATIONS DRIVING SUSTAINABLE DESIGN

The AirOne Next-Gen vertiport incorporates a range of sustainable design features, including:

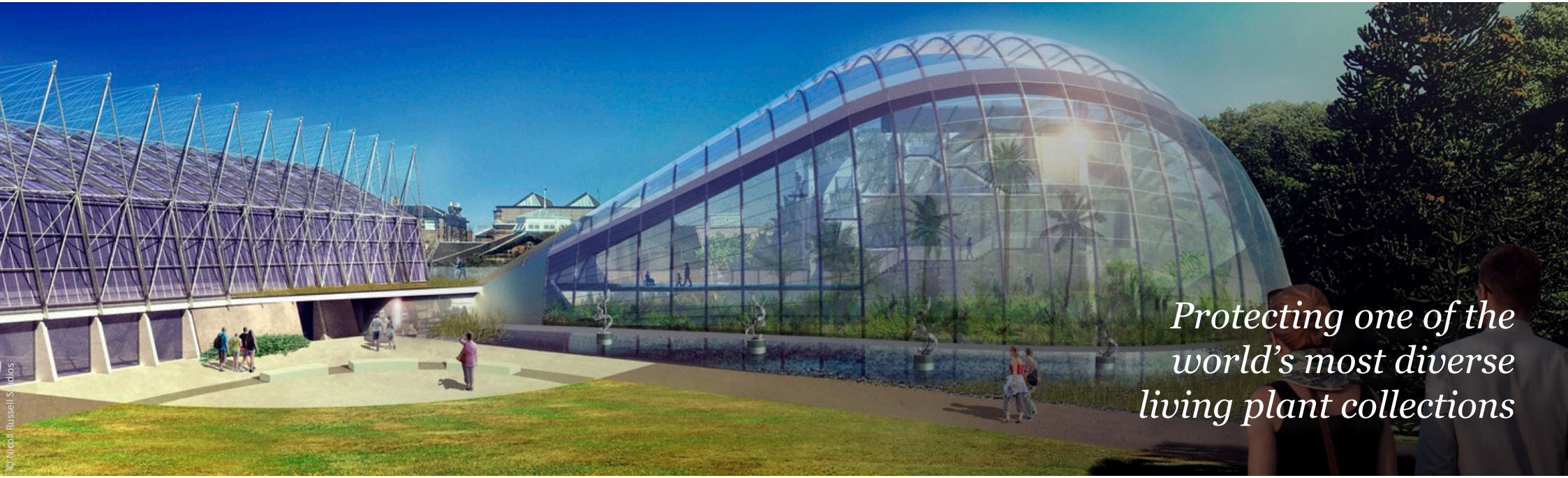
- Adaptable façade transparency that responds to site-specific elevation and surrounding development to reduce heat gain.
- Strategically placed ventilation openings to naturally regulate internal temperatures, enhancing comfort and reducing energy demand.
- High-efficiency reversible air source heat pumps, paired with a 300 m² photovoltaic array, to meet residual heating, cooling, and battery charging needs.
- LEED Platinum-aligned design elements, supporting the facility's potential for certification.
- Rainwater harvesting systems for non-potable uses such as toilet flushing and vehicle washing.

PRESENTING OUR PROJECT

At the 2025 Passenger Terminal Expo in Madrid, Urban-Air Port (UAP) unveiled this forward-thinking approach to designing and delivering financially and environmentally sustainable infrastructure for Advanced Air Mobility (AAM). We attended the presentation, underscoring our commitment to the project.

"G&T is delighted to support Urban-Air Port in the development of AirOne and related facilities. Advanced Air Mobility is a core component of a future sustainable aviation sector that requires investment of time and effort now to materialise. We have added our commercial and project delivery skillset and experience to support their excellent team in resolving a robust proposition for delivery. In doing so we have adapted our knowledge for this new sector and look forward to applying further as the market evolves."

JASON FOWLER
G&T partner and former Chair of the British Aviation Group



SUPPORTING CONSERVATION

We are proud to be providing Cost Management services for the Edinburgh Biomes project - the **most significant upgrade in the 350-year history** of the Royal Botanic Garden Edinburgh. This **transformative redevelopment** sits at the intersection of sustainability, scientific research and heritage conservation.

The project encompasses the restoration of Category A Listed Victorian Palm Houses, alongside the construction of cutting-edge new facilities, including a biosecure plant health hub and an energy centre powered by ground source heat. These upgrades are designed to reduce environmental impact, improve energy efficiency and protect one of the world's most diverse living plant collections for generations to come.

ADVANCING BIODIVERSITY, CONSERVATION AND ENVIRONMENTAL RESILIENCE

The Royal Botanic Garden Edinburgh plays a globally significant role in plant science and conservation, safeguarding numerous species that are endangered or already extinct in the wild. Continued research in this field is vital, not only for preserving biodiversity but also for identifying nature-based solutions to climate change, agriculture and human health.

By applying our professional expertise in cost management, we are helping ensure that this critical work is delivered efficiently and sustainably. Our involvement in Edinburgh Biomes directly supports the long-term protection of an irreplaceable scientific and ecological asset, and reflects our belief that the built environment has a responsibility to nurture and protect the natural world.

This project exemplifies our capability to operate in technically complex, environmentally sensitive settings in addition to reinforcing our commitment to supporting initiatives that prioritise ecosystem preservation, scientific advancement and environmental stewardship.

PRACTICAL SUSTAINABILITY IN ACTION

Since Spring 2017, G&T has been engaged as project manager and employer's agent for **Everton FC's landmark stadium development** at Bramley-Moore Dock.

DELIVERING AMBITIOUS INFRASTRUCTURE FOR EVERTON

One of the project's major milestones was the infilling of the historic dock. This proved an intricate and technically challenging process which progressed over eight key stages. From the outset, environmental stewardship was a top priority. Key measures included safely relocating marine life, installing a silt curtain to shield the site from surrounding waterways and creating new bird habitats, such as floating rafts, to provide a boost to local biodiversity.

Successfully completing the dock infill called for precise engineering, close collaboration and acknowledgement of the site's heritage and environmental setting. It laid the foundation for transforming a disused industrial dock into a sustainable, world class home for Everton Football Club.

Sustainability has been a key tenet of this project, forming one of its eleven guiding principles. The design of the scheme drew on modular construction and maximised off-site manufacturing to boost efficiency and minimise waste. Adopting a circular economy principle, **95% of materials were reused during construction**. Original features of the dock, such as historic railway lines and bollards, have been carefully preserved and woven into the final design, paying tribute to the site's industrial heritage.

The stadium has been designed with long-term environmental performance in mind. It includes photovoltaic panels, energy-efficient LED lighting, on-site recycling facilities and battery storage. This system not only powers the stadium on non-matchdays but also enables excess energy to be shared with the local grid. This supports the generation of greener, more resilient community resources beyond the realm of the stadium.

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