



ESG REPORT

Bringing People Together

November 2025

Contents

INTRODUCTION

- Bringing People Together
- Our Mission to Deliver Social Value
- Our Partnerships Timeline

INFLUENCING THE SECTOR

- Social Value's Changing Landscape
- G&T and the LPA

IMPACTING COMMUNITIES

- Volunteering for Communities and the Environment 10
- Creating Social Value at the New Everton Stadium 11
- Building Future Skills with the National Grid 12
- Social Value Accolades for G&T 13

CORPORATE PARTNERSHIPS

- Construction Youth Trust:** Helping Young People Enter our Sector 15
- Skyline Skills Hub:** Unlocking Green Skills for the Built Environment 16
- Article 25:** Collaborating to Support Global Social Value Outcomes 17
- BambooLab:** Building Knowledge and Communities 18
- Our next steps 19



HandsOn London Volunteering Day 2025

Our mission to deliver social value

We are committed to being **a responsible firm that prioritises social responsibility.**

To embed our values across our work in the construction sector and beyond, we have developed a dedicated Social Value (SV) policy which incorporates the following key objectives:

- Creating opportunities for social mobility for children in areas where they might not otherwise have them.
- Addressing the skills gap in construction and supporting the next generation of built environment professionals.
- Improving diversity and inclusion within the built environment.
- Supporting the development of our employees and enhancing mental health and wellbeing.
- Reducing our environmental impact and carbon footprint.

By aligning our commercial activities and SV initiatives with these objectives, we have generated **£24.15m** in social value. We actively collaborate with peers and external partners to tackle complex social challenges, enabling solutions that add value for our clients, stakeholders and the local communities at the heart of our projects.

MEASURING OUR IMPACT

We continually seek ways to enhance our approach to creating SV. To track progress and inform future goals, we have partnered with Thrive, a leading social impact measurement tool. Thrive allows us to log each initiative and calculate both economic and social value using standardised metrics from the Impact Evaluation Standard (IES).

This approach ensures that our initiatives deliver tangible benefits to communities, remain aligned with recognised SV frameworks and provide transparent, accountable data. Since 2021, Thrive has helped us measure over **£24.15 million of SV**, and we are committed to increasing this contribution year on year.



By aligning our commercial activities and SV initiatives with these objectives, we have generated

£24.15m
in social value



Women in Retirement Living Event 2025

Bringing People Together

The theme of this year's social value (SV) report is **Bringing People Together**.

Collaboration underpins the way we deliver SV across our corporate initiatives and our projects.

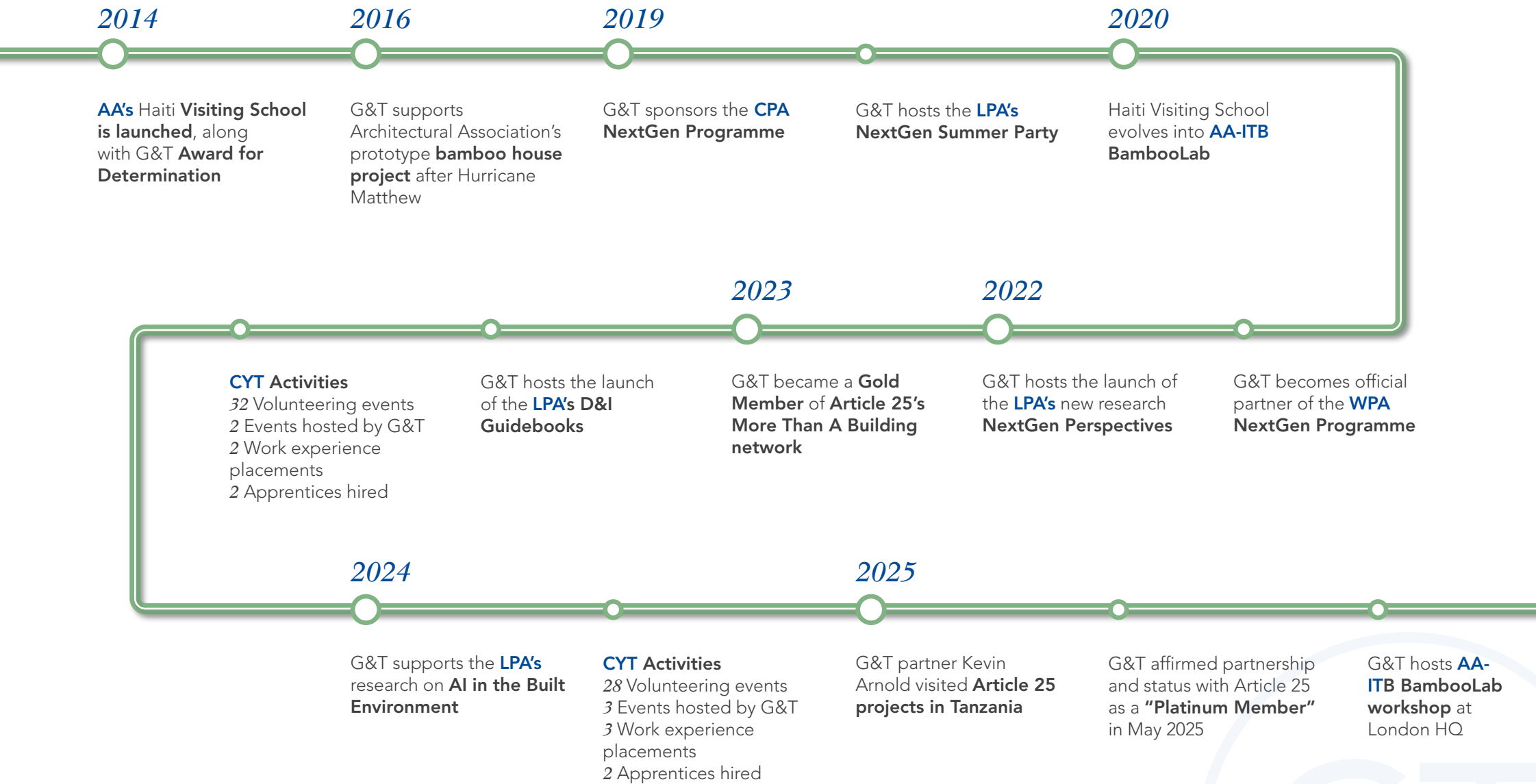
The positive change we aspire to create is only made possible because of the relationships we have built

with organisations and the individuals who lead them. These partnerships are central to the success of our SV activities.

This report explores how we have drawn on G&T's recognised strength in relationship building to advance our social value objectives. By bringing people together, we continue to create innovative and meaningful opportunities for social impact across our projects and partnerships.

“

The positive change we aspire to create is only made possible because of the relationships we have built.



01

Influencing the Sector

This year, we strengthened our leadership in social value, deepening our expertise in the new Social Value Model and reinforcing our partnership with the LPA to champion best practice across the built environment sector.



Social Value's Changing Landscape

Delivering world-class service means understanding and responding to changes in the UK's procurement and social value landscape. In 2025, the Government introduced updated requirements under the Procurement Act 2023 and PPN 002/25, establishing clearer priorities, a stronger focus on innovation and greater expectations for measurable impact.

We reviewed these changes in detail and shared insights across our teams to ensure alignment and readiness. By staying informed, we help clients and partners navigate change confidently while continuing to raise standards across the sector.

Our focus extends beyond compliance - we work collaboratively with clients, contractors and stakeholders to ensure that innovation, inclusion and practical outcomes remain at the heart of every initiative we deliver.

G&T continues to play an active role in shaping best practice across the industry. This year, we hosted the **Commercial and Procurement Leaders Forum**, bringing together senior figures from the infrastructure sector to discuss performance, accountability and the future of procurement - themes that closely align with the evolving social value agenda.

INTERNAL POLICY AND GUIDANCE UPDATE

To promote consistency across our projects, we have refreshed our internal social value policy and guidance. These updates incorporate the requirements of PPN 002/25, outlining how the latest changes influence our work and the wider industry.

The revised guidance defines G&T's approach to delivering social value under the new framework and provides clear, accessible tools to help our people support clients, maximise outcomes and uphold our reputation as an informed, trusted partner.

TACKLING NEW CAUSES IN LINE WITH PPN02

The updated procurement framework introduces new objectives - including reducing crime and supporting those affected by offending. In response, we are expanding our corporate initiatives to include programmes involving incarcerated people and those impacted by crime.

This commitment is reflected in our new partnership with **Key4Life**, which supports rehabilitation and employability for young men in and leaving prison - a practical step towards delivering meaningful impact under this objective.

This work deepens our understanding of the challenges faced by these groups and strengthens our ability to deliver positive, measurable outcomes on projects where these objectives apply. By aligning with the new policy priorities, we are helping to improve life chances for individuals and communities affected by crime and imprisonment.



*Commercial & Procurement
Leaders Forum 2025*



*LPA Summer
Party July 2025*

Our Partnership with the London Property Alliance

Our longstanding partnership with the **London Property Alliance (LPA)** reflects a shared commitment to driving positive change across London's built environment.

Since 2019, we have supported a range of joint initiatives that champion social impact, knowledge sharing and innovation within the sector.

A cornerstone of this collaboration has been our involvement in the **LPA's Diversity and Inclusion (D&I) Guidebooks**. They are a suite of leading resources exploring how issues of gender, race, sexuality, disability and social mobility intersect with the built environment.

These guidebooks have become an important reference point for organisations seeking to create equitable and inclusive workplaces. We were proud to sponsor their publication and contribute to their development, helping to ensure they are both practical and grounded in real industry experience.

To further embed these principles across the sector, we hosted the **Race and Ethnicity in the Built Environment Roundtable**, gathering leaders to discuss barriers to progress and identify actionable solutions. The session also highlighted the value of the D&I Guidebooks as a framework for improving representation and inclusion within the industry.

Beyond diversity and inclusion, our partnership with the LPA has extended to thought leadership on emerging themes shaping the future of the built environment. In alignment with our SV objectives, we have supported the NextGen programmes for both the City and Westminster

Property Alliances, nurturing early career professionals through networking, mentoring and research.

More recently, we contributed to the **LPA's Social Value in the Built Environment Report**, sharing our insights on how the sector can deliver greater social impact, and supported the Alliance's research into AI in the Built Environment, an area that will increasingly influence how social value is created and measured.

Through these collaborations, we continue to strengthen our relationship with the LPA and the wider London property community, working together to create a more socially responsible built environment.

2024

G&T supports the LPA's research on AI in the Built Environment

2023

G&T hosts the launch of the LPA's D&I Guidebooks

2022

G&T hosts the launch of the LPA's new research NextGen Perspectives

2020

G&T becomes official partner of the WPA NextGen Programme

2019

G&T sponsors the CPA NextGen Programme
July 2019 - G&T hosts the LPA's NextGen Summer Party

02

Impacting Communities

Through landmark projects such as the Everton stadium, we were given the opportunity to use our work as a vehicle to deliver lasting social impact in communities.





Volunteering for Communities and the Environment

Every G&T employee is given a volunteering day each year, **offering the opportunity to contribute time and skills to causes that matter** to them. Many teams choose to take part in group volunteering activities, combining collaboration with community impact. In 2025, our people came together across the UK to support a range of local initiatives - from urban farms and wetlands to hospices and community parks - helping to enhance natural environments, strengthen local connections and improve wellbeing.

At **Spitalfields City Farm**, 28 G&T volunteers spent the day mucking out stables, repairing fencing, planting herbal gardens and tidying the grounds. Their work helped maintain this much-loved community hub, which provides educational opportunities for local schools and promotes sustainable urban farming.

At the **London Wetland Centre**, volunteers took part in some rather muddy "pond slubbing," clearing invasive horsetail weeds to restore balance to the ecosystem and help dragonflies access the water. This hands-on conservation effort supported the centre's biodiversity and educational mission in one of London's most important wetlands.

In partnership with **HandsOn London**, 60 colleagues spent an afternoon at Brent Lodge Park in Ealing, helping to clear overgrown areas, plant new shrubs and repaint fencing. The team's efforts rejuvenated a vital community green space, creating a brighter, safer environment for local residents to enjoy.

Elsewhere, a G&T team supported **St Christopher's Hospice**, volunteering across the charity's shops in South London. Through customer service, stock management

and visual merchandising, they helped raise vital funds to sustain the hospice's compassionate end-of-life care.

At **Mudchute Park & Farm**, volunteers tackled a wide range of maintenance tasks - repairing fences, trimming hedges, coppicing trees, planting bulbs and painting community spaces. Their work helped to preserve this unique urban farm and educational space for the benefit of future generations.

Together, these initiatives capture the spirit of G&T's volunteering culture: practical, purposeful and people-centred. Whether supporting biodiversity, improving wellbeing or strengthening communities, our teams continue to demonstrate that meaningful change often starts with a single day spent giving something back.

We have completed over

4,719

volunteering hours

since 2021

Creating Social Value at the New Everton Stadium

This year, **Everton Football Club** was preparing to move into its new stadium. Incorporating a wide range of forward-thinking design features and built on a mission to deliver an outstanding fan experience, the project was ambitious. However, so too was the ambition to bring the project team together to create SV in innovative ways, whether through fundraising, education or community engagement.

In line with our objective of addressing the skills gap in construction by supporting the next generation, the project has supported future talent. We welcomed several **PlanBEE** students on site for work placements. PlanBEE is an apprenticeship programme in Design, Construction and Management that we support. By offering practical experience and mentorship, the team has helped nurture the next generation of construction professionals, further cementing the project's legacy of social value.

Alongside these efforts, the team hosted numerous stadium tours for local schools, colleges, and universities, giving students a first-hand look at a landmark project in their community. Dedicated tours have also been organised in partnership with Everton in the Community, broadening engagement and showcasing the positive impact of the project beyond the football pitch. Fundraising has been another area of strong impact, bringing together different parties from the project team.

In collaboration with local consultants and land agents, the team took part in a Dragon Boat Race at Princes Dock. This initiative not only fostered teamwork but also raised vital funds for **Claire House Children's Hospice**, demonstrating how collaboration can directly support those in need. Beyond this, members of the G&T project team made personal contributions to the Pally Round Rupert charity, which raises awareness and funds for clinical research into **Spinal Muscular Atrophy (SMA)**. These individual acts of generosity highlight the wider culture of care and responsibility embedded in the team throughout the development of this scheme.

Together, these initiatives demonstrate how collaboration and shared purpose can create strong social impact in and around a project site.



Building Future Skills with the National Grid

In line with our SV objectives, we recognise the value of **supporting the next generation** in building the knowledge and skills needed for future roles in our sector.

In this spirit, the G&T London Power Tunnels 2 (LPT2) team accompanied work experience students on a site visit to National Grid's LPT2 project.

The students met professionals working in a variety of roles, gaining valuable insight into the responsibilities and tasks involved in delivering a major infrastructure project. These conversations provided first-hand exposure to careers in the construction and energy sectors, highlighting the collaborative effort required to deliver complex engineering work.

The students also had the rare opportunity to descend 35 metres into one of the project's shafts to see the newly constructed tunnels. Here, they learned how this essential work is being carried out safely and efficiently beneath London's busy streets.

By working with National Grid to host and supervise this visit, we enabled the students to gain experiences that will help equip them to enter the workforce with confidence and inspire them as they consider their future professional endeavours.



The European Women In Construction & Engineering Awards 2025

Social Value Accolades for G&T

We are proud to have received several awards this year that celebrate both individual and firmwide contributions to creating social impact. These accolades reflect our ongoing commitment to **driving positive change across the sector and the communities in which we work.**

At the 2025 **WICE Awards**, Nicky Wright was recognised as Consultant of the Year and named a Distinguished Winner. We are proud to support these awards, which

honour the achievements of women in our industry, and we hope that Nicky's success helps to shine a light on the vital contributions of women across the sector.

Our teams were also recognised collectively at the **London Play Design Awards**, where G&T received the Best Overall Volunteer Team Performance Award. This recognition highlights the dedication of our people, many spending their annual corporate volunteering days over recent years helping to maintain and enhance London's playgrounds. By working alongside London Play Design, we have ensured these much-loved spaces remain welcoming and safe for communities to enjoy for years to come. Assistant project managers Lucy Moore and Olivia Gillam proudly accepted the award on behalf of the firm.

Emma Scott-Miller was honoured at the **Southport Awards**, receiving Guest Lecturer status for her contributions to education and collaboration at Southport College. This recognition sits alongside our

nomination for Active Collaboration Partner for our social value work on the Marine Lake Events Centre project, further recognising the importance we place on furthering education and skills for young people.

Finally, as part of our work on the Marine Lake Events Centre project, we were awarded **Patron Status by Elevate EBP** in 2025. This honour recognises our commitment to closing the skills gap by creating opportunities for the next generation to access careers in our sector. Through a wide range of initiatives, we have made education and skills a central part of our social value strategy, ensuring lasting impact for young people.

Together, these awards highlight how our people, projects and partnerships are shaping meaningful social value outcomes, both within our industry and beyond.

Corporate Partnerships

We continued to share knowledge and resources to advance important causes alongside our longstanding partners. We highlight our shared achievements this year, along with our plans for the future.

CONSTRUCTION YOUTH TRUST

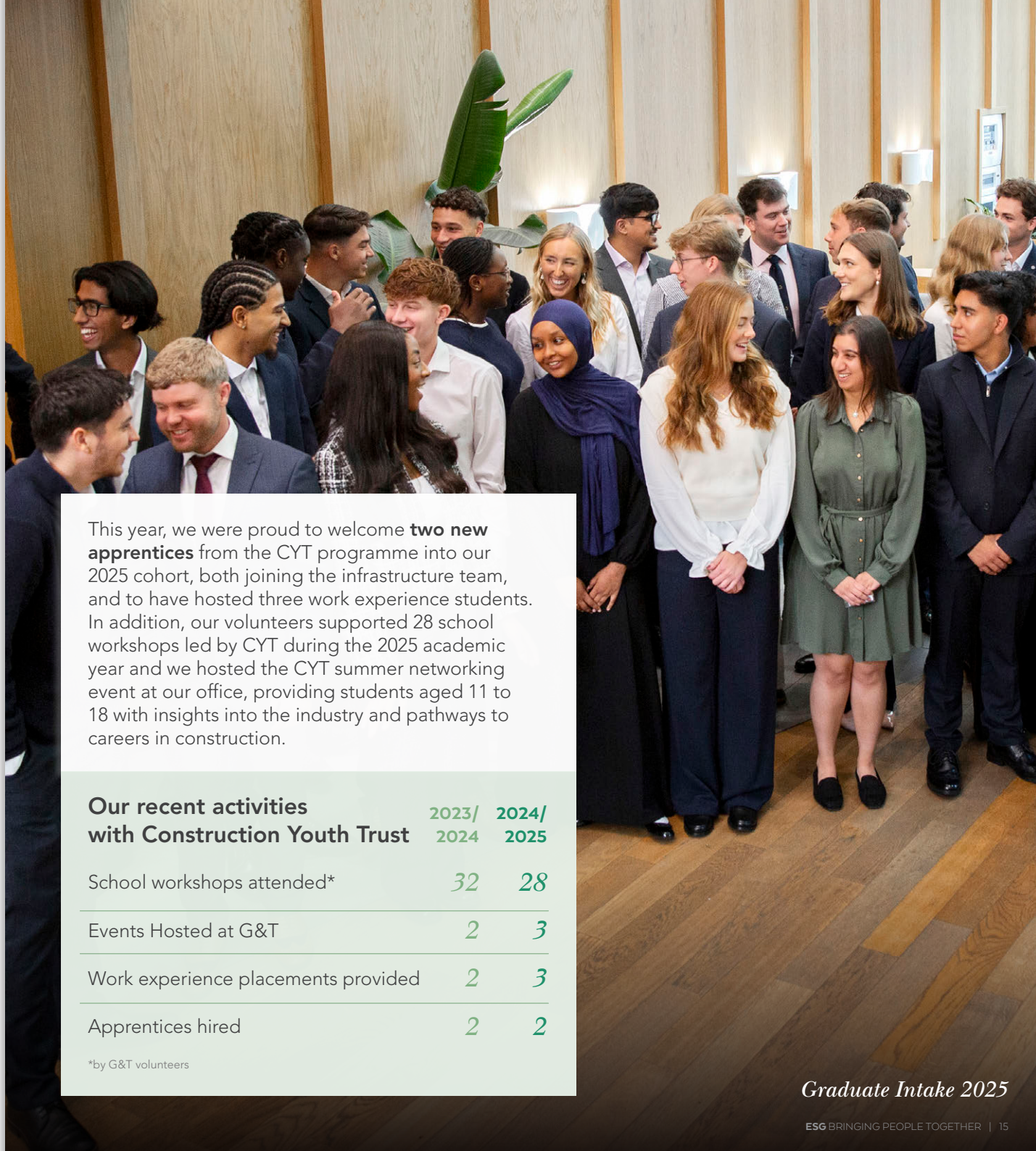
Helping Young People Enter our Sector

Construction Youth Trust (CYT) is a social mobility charity that supports young people from disadvantaged or underrepresented backgrounds to gain exposure to careers in the built environment sector.

Through facilitating employability training, mentoring and real-world experience, CYT helps students build confidence and connect directly with employers, opening doors to meaningful career opportunities where they may not otherwise have access to them.

G&T has developed a close long-term partnership with CYT, working together throughout the academic year to inspire and equip the next generation of construction professionals with the acumen needed to succeed. Our collaboration includes providing work experience placements and degree apprenticeships for CYT students, offering tangible routes into employment. Each year we also host a range of CYT events at our London office, from the Building Future Skills workshop for Broadgate-based sixth form students to summer networking sessions and live vacancy events that connect young people with employers across the sector.

As **founding members of the CYT Broadgate Future Talent Advisory Group**, we work alongside a range of stakeholders to position Broadgate as a model for how major London developments can drive social mobility in local communities. The group meets quarterly, sharing insights, measuring the impact of initiatives and working to identify opportunities to expand our outreach.



This year, we were proud to welcome **two new apprentices** from the CYT programme into our 2025 cohort, both joining the infrastructure team, and to have hosted three work experience students. In addition, our volunteers supported 28 school workshops led by CYT during the 2025 academic year and we hosted the CYT summer networking event at our office, providing students aged 11 to 18 with insights into the industry and pathways to careers in construction.

Our recent activities with Construction Youth Trust	2023/ 2024	2024/ 2025
School workshops attended*	32	28
Events Hosted at G&T	2	3
Work experience placements provided	2	3
Apprentices hired	2	2

*by G&T volunteers

SKYLINE SKILLS HUB

Unlocking Green Skills for the Built Environment

Since 2022, G&T has been a member of the Skills for a Sustainable Skyline Taskforce. An initiative rolled out by **The City of London Corporation** three years ago.

The initiative aims to address the dual objectives of securing our net zero carbon future and upskilling a diverse range of individuals to close the green skills gap in the construction sector. At G&T, we embrace these dual priorities, and they form the basis of two key social value objectives which are outlined in our recent social value report. As such, our commitment to the initiative continues.

However, despite the progress made since the initiative's inception, there is still work to be done in our sector. As highlighted by The City of London Corporation, "an estimated 26,000 additional built environment workers will be needed in Greater London by 2026" to deliver on green objectives. Therefore, collective action is required to achieve the sustainable future we would all like to see.

LAUNCH OF THE SKYLINE SKILLS HUB

Research conducted by the taskforce has determined that, to achieve the central goals of the initiative, individuals from a range of professional backgrounds should be given the opportunity to upskill in a sustainability context.

Two years on, The City of London Corporation has established the **Skyline Skills Hub** to further progress this mission. Designed to directly tackle the green skills gap in London's commercial built environment, the platform outlines the best practice for developing such skills. It also plays host to a range of resources including

careers guides, case studies and topical research conducted by the taskforce.

For workers in the construction sector and beyond, the hub will present the opportunity to upskill or reskill. Targeting functions which are essential to sustainable development, this will work to narrow the green skills gap in construction while improving employment prospects for a wide range of professionals.

Meanwhile, employers and policymakers will receive guidance on how to attract and retain new talent. By engaging these distinct stakeholders in one overarching initiative, we can deliver sustainable buildings for London in a cohesive way.

We are excited to see how the Skyline Skills Hub helps create skilled professionals who are equipped to tackle the challenges of delivering a sustainable built environment.

ARTICLE 25

Collaborating to Support Global Social Value Outcomes

Article 25 is a leading architectural NGO which focusses its efforts on the Global South. Its mission is to improve access to vital infrastructure such as education and healthcare facilities.

This is achieved through bringing together professionals from the built environment sector with local communities to co-design and carry out construction projects which, when realised, increase local access to much-needed amenities.

In October 2023, we became a **Gold Member of Article 25's More Than a Building network**, driven by our ambition to contribute to life-changing architecture and improve the resilience of communities in the Global South. Since joining, we have deepened our commitment to creating SV through sustainable development and collaboration with our peers in the sector.

EXPANDING OUR RELATIONSHIP IN 2025

In January 2025, G&T partner [Kevin Arnold travelled to Tanzania](#) to witness firsthand how Article 25 and its local partners bring projects to life.

During this trip, Kevin visited two exemplary schemes that reflect the network's ethos of constructing more than buildings, fostering community and lasting value for those who use the site. At Kao La Amani Children's Village in the Boma Region, an off-grid orphanage now houses a new dental clinic and community sports pitch.

The project incorporates sustainable design features like permaculture landscapes and local material use, demonstrating how architecture can support environmental stewardship while delivering vital community amenities. He also visited Child Support Tanzania School, in Mbeya. It is an inclusive school designed to serve children with disabilities. The design supports accessibility and diverse learning needs.

By May 2025, we reinforced our partnership with Article 25's More Than a Building network, elevating our commitment to **Platinum Member status**. We continue to support the network's mission to drive sustainable, impact-driven architecture in communities that need it most, enabling us to contribute more meaningfully to global SV outcomes. This partnership reflects our belief that socially minded construction goes beyond UK infrastructure.

We are excited to continue building our relationship with Article 25 to contribute to more projects which enrich the built environment in the Global South.

May 2025

G&T affirmed partnership and status as a **"Platinum Member"**

January 2025

G&T partner Kevin Arnold **visited Article 25 projects in Tanzania**

October 2023

G&T became a **Gold Member of Article 25's More Than A Building network**



Article 25 Ambassador Visit 2025

BAMBOOLAB

Building Knowledge and Communities

The BambooLab is a design and research programme led by the **Architectural Association (AA)** and the **Institut Teknologi Bandung in Indonesia**.

It explores bamboo as a sustainable material for resilient construction. Bringing together students from both institutions, it uses design education as a tool for social impact and community resilience.

Launching the haiti visiting school

Our involvement with this initiative dates back to 2014, when John Naylor established the AA's first bamboo programme in Haiti, the Haiti Visiting School. Created in response to the 2010 earthquake, the programme began as a two-week course, later growing into a structured education programme. The course provided students with innovative and thought-provoking resources to apply in their own practice, and local communities with training and opportunities to rebuild their homes and neighbourhoods.

In 2016, Hurricane Matthew disrupted the programme, preventing a planned prototype housebuilding session from taking place. With G&T's support, the programme was extended, enabling the AA to run additional workshops to retrofit damaged homes. This ensured that communities were supported in the immediate aftermath while also leaving behind long-term knowledge and confidence to recover. From the start, G&T has contributed through donations, hosting workshops and inviting John to deliver sessions for our

employees. Together, we also launched the G&T Award for Determination in Haiti, celebrating students who overcame significant personal barriers to achieve their qualification.

BAMBOOLAB IN 2025

Now operating as the AA-ITB BambooLab, the programme connects AA's Bedford Square headquarters with students in Indonesia. At its heart, the programme remains committed to education, community resilience and cross-cultural exchange. This summer, we hosted the Architectural Association's (AA) BambooLab Workshop as part of a week-long programme with the Institut Teknologi Bandung in Indonesia. The day brought together students and tutors from both countries through lectures, live discussions and a symposium, highlighting the role of design education in addressing global social challenges. The recent symposium at G&T reinforced this mission, while also showing how G&T's ongoing support helps create opportunities for people to learn, connect and drive social impact through design.

To find out more about BambooLab and its mission, [visit our recent article](#).

2025

G&T hosts AA-ITB BambooLab workshop at London HQ

2020

Haiti Visiting School evolves into AA-ITB

2016

Hurricane Matthew impacts AA's prototype bamboo house project; G&T extends support

2014

John Naylor launches AA's Haiti Visiting School; G&T begins support through donations, workshops and employee participation; G&T Award for Determination in Haiti is launched



Our Next Steps

Looking ahead, our focus for the coming year is to deepen the impact of our existing partnerships while exploring new opportunities to create SV. By building on trusted relationships and expanding into new areas, we aim **to continue driving positive change across education, employment and community resilience.**

EMPLOYMENT & REHABILITATION SUPPORT: KEY4LIFE AT HMP THAMESIDE

In 2025, we began participating in workshops with **Key4Life**, a charity that helps young men in and leaving prison to turn their lives around through emotional

development, employability training and mentoring. Our engagement has involved volunteering at HMP Thameside, where our team has taken part in Key4Life's Dragons' Den and Meet the Companies workshops.

These interactive sessions are designed to build confidence, unlock entrepreneurial potential and bridge the gap between prison and employment. By participating, our G&T volunteers are helping men develop practical skills, practice real-world interview techniques and gain insight into professional environments.

This marks the start of what we hope will become a long-term relationship with Key4Life, aligning with our broader commitment to creating pathways into work for individuals from underrepresented groups.

RENEWING OUR PARTNERSHIP WITH ARTICLE 25

In 2026, we will renew our membership of **Article 25's More Than a Building** initiative, reaffirming our shared belief in the power of architecture to transform lives. This

continued partnership reflects the tangible outcomes achieved so far, from community regeneration projects to the building of key local amenities. Our commitment to supporting Article 25's mission in the Global South continues.

BUILDING ON OUR RELATIONSHIP WITH THE CONSTRUCTION YOUTH TRUST

Following a successful year of collaboration, we will strengthen our partnership with **CYT** to inspire and support the next generation entering the built environment.

For the 2025/26 academic year, we plan to take part in over 25 school workshops, host multiple CYT events at our offices and provide work experience placements and apprenticeships for young people.

Through these activities, our teams will help students gain confidence, career insight and hands-on experience. This will work to break down barriers to entry and create clearer pathways into our sector.

GT GARDINER
& THEOBALD

