

## **G&T SOCIAL VALUE POLICY**

July 2023

## INTRODUCTION

*Gardiner & Theobald is an Independent Construction and Property Consultancy working across all sectors of the built environment. We are a responsible firm and believe in doing the right thing to make a positive social impact in our business operations and the projects we work on. Ethical Thinking is one of our core values and we have a proud history of giving back to the local communities we work in.*

This policy outlines the core objectives of our Community Engagement programme through which we deliver social value. These objectives are as follows:

- To create opportunities for social mobility for children in areas where they might not otherwise have them.
- To address the skills gap in construction and support the next generation of built environment professionals
- To improve diversity and inclusion within the built environment
- To support the development of our employees and improve mental health and wellbeing
- To reduce our environmental impact and carbon footprint

We will fulfil these objectives by undertaking the following activities across four key themes:

### Employment, Training and Skills

- Creating opportunities for social mobility and improving diversity by engaging with local schools and delivering vocational training through our **NewGen programme**.
- Addressing the skills gap in construction through our extensive **work experience and apprenticeship programmes** encouraging and supporting young people from all backgrounds to consider a career in the built environment.
- Supporting the next generation of built environment professionals through industry partnerships and **NextGen programme**.
- Offering employment opportunities to those who have served in the **Armed Forces**.

### Community Engagement

- Providing all employees one day's paid leave to volunteer for charities under any of the following five core themes: Education, Homelessness, Physical Health, Mental Health and Protecting the Environment.
- Delivering social value at project level within the communities we operate by engaging with local people and identifying opportunities to upskill the local workforce.

### Employee Development, Health and Wellbeing

- Supporting our employees through our extensive health and wellbeing programme including fully trained Mental Health First Aiders and wellbeing activities and resources.
- Providing a varied programme of **training and development** for our employees at every stage of their careers.

### Environmental Responsibility

- Actively reducing our carbon footprint through environmentally friendly policies which include sending zero waste to landfill, eliminating single use plastics and a preference for

public transport over car usage where possible.

- Introducing our Carbon Net Zero policy which aims for our operations to be carbon neutral by 2030.

### **Governance, measurement and accountability**

We will monitor and review our approach to delivering social value so we can continue to be a considerate employer and business, generating positive social value outcomes and leaving a better legacy for future generations.

We will do this by:

- Measuring our social impact internally and externally.
- Recording our social impact using a social value calculator tool, Thrive, based on the Impact UK Framework.
- Report on our social value activities annually.

This Social Value Policy will be communicated to all employees and clients and will be reviewed annually.



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