

ESG REPORT *2021/22*



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OUR MISSION AND VALUES

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

VALUES

To create a positive impact and play a responsible part in the communities we work in, aligning profit with purpose

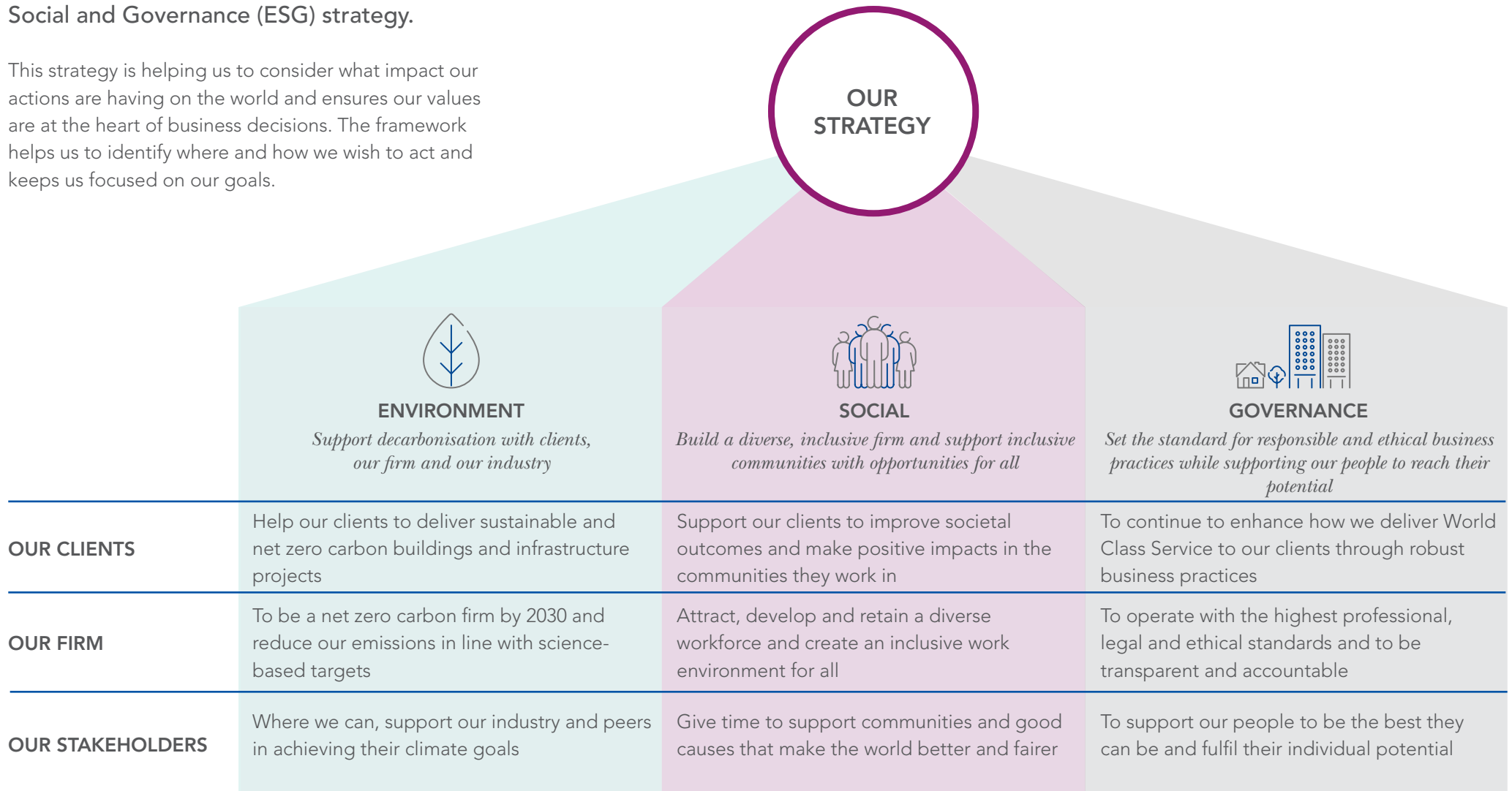
WORLD CLASS	ROBUST AND RELIABLE	EXCEPTIONAL PEOPLE
▼	▼	▼
Client services and long-lasting relationships	Partnership structure with entrepreneurial spirit	Talented people with a drive to succeed
Sharing market knowledge and insights	Robust financial performance and management	Improvement through learning and knowledge transfer
Looking to the future through digital transformation	Reputation as one of the best in our field	Nurturing the next generation

ENVIRONMENT	SOCIAL	GOVERNANCE
▼	▼	▼
Supporting clients with their Net Zero Carbon goals	Giving back to the communities we work in	Business services which support our mission
To be a Net Zero Carbon firm by 2030	Building a diverse, inclusive and equitable firm	Ethical and responsible business practices
Supporting our industry in becoming NZC	Making a positive social impact	Helping our people to be the best they can be

ENVIRONMENT, SOCIAL AND GOVERNANCE AT G&T

2022 marked an important milestone for G&T, as we launched our first Environment, Social and Governance (ESG) strategy.

This strategy is helping us to consider what impact our actions are having on the world and ensures our values are at the heart of business decisions. The framework helps us to identify where and how we wish to act and keeps us focused on our goals.



ENVIRONMENT

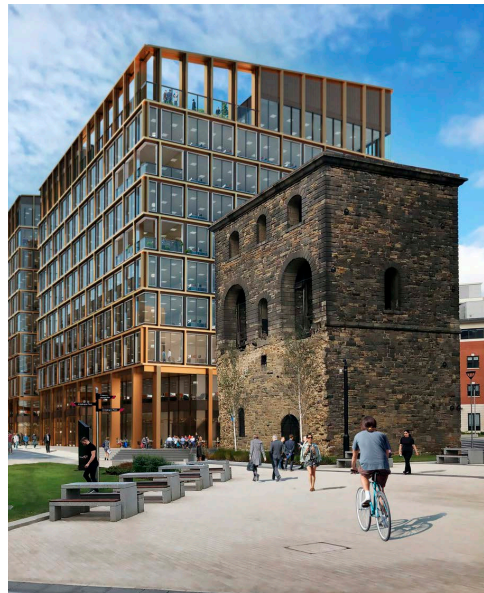


Our clients

We believe everyone has a role to play in climate action and that working together to solve these challenges is the best way forward. Progress is already well underway, from more green energy to new and emerging low-carbon building methods.

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. We have been working on low and zero carbon buildings since 2007 and we are entering our third decade of delivering energy-efficient, low carbon buildings for our clients.

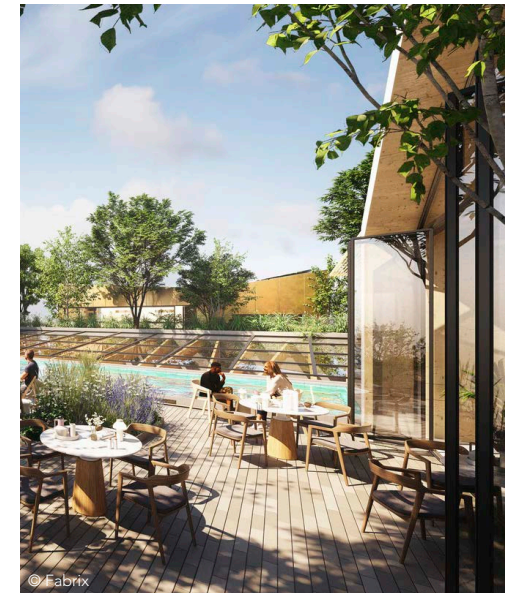
[11 & 12 WELLINGTON PLACE](#) ➔



[THE BURRELL COLLECTION](#) ➔



[ROOTS IN THE SKY](#) ➔





Our firm

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 year-on-year.

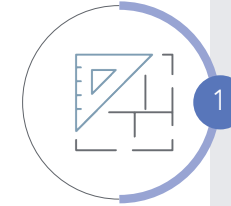
In 2021, we announced our net zero carbon goals, with a commitment to be net zero as an organisation as soon as possible and by 2030.

We made the following commitments to help us progress toward this 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

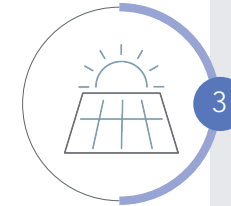
G&T'S OVERALL CARBON COMMITMENTS



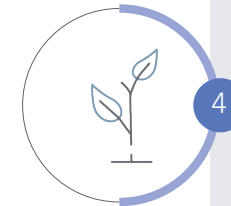
- 1 Measure and reduce our carbon emissions across our operations



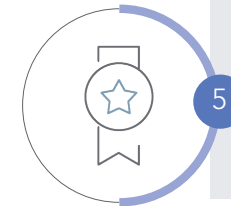
- 2 Commit to being more efficient and demonstrate real reductions in our impacts - whether through building operations, travel or procurement



- 3 Procure renewable energy in our office buildings to make us operationally net zero carbon by as early as 2022



- 4 Reduce "Scope 3" emissions from our supply chain and waste



- 5 **Be NET ZERO by 2030**

Our stakeholders

At G&T we believe in supporting our industry with the challenges we collectively face in tackling climate change. We contribute our time and resources to causes that we feel will make a positive difference for everyone. We are committed to helping drive innovation in the sector.

Upskilling the industry is vital to providing sustainable places for the future. Contributing to initiatives such as the City of London's Sustainable Skyline Taskforce reinforces our commitment to tackling this challenge.

SUSTAINABLE SKYLINE TASKFORCE FOR LONDON →



“We are committed to helping drive innovation in the sector.”



SOCIAL

Our clients

Many of our clients, across the public, private and social sectors, are striving to create a positive social impact when delivering construction and infrastructure projects. Going above and beyond delivering amenities into neighbourhoods, they are creating positive legacies for local residents and communities.

In 2021 we introduced a new Social Value Policy to provide a framework for how we approach social value as a firm and how we will deliver and support social value activities for our clients. We introduced the Thrive Social Value measurement tool to capture, measure and report on the effectiveness of these efforts.

Thrive calculates the economic impact of social value activities using the Impact Evaluation Standard which has been developed by social value practitioners and construction professionals and provides a Social Return on Investment for each activity.

We created

£2m+

of social value in
2021/2022



EBURY BRIDGE BUILDING FUTURE SKILLS →





Our firm

We are a firm of over 1,000 people across the UK and US. Attracting, developing and retaining a diverse workforce and creating an inclusive work environment for all is one of the guiding principles of our ESG strategy.

In 2021 we also set up a Diversity & Inclusion group and introduced an Inclusion Calendar. This group had contributed to the London Property Alliance's Diversifying Real Estate initiative which began in 2020 and brought together organisations from across the industry to discuss the challenges of how we can make the industry more inclusive. Our representatives contributed to four think-tanks on the topics of: Disability, Gender, Race and Sexuality. The LPA has since published guidebooks on each topic which are now informing best practice in the industry.

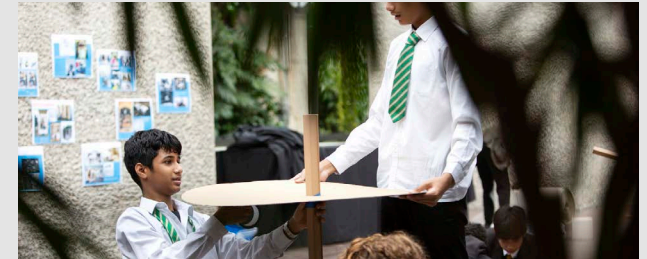
Another way we are working to create a more diverse and inclusive industry is by breaking down barriers and democratising our industry for every talented individual who wants to get ahead, no matter who they are or where they come from.

By offering apprenticeships as a route to chartered qualifications with no student debt at the end, through initiatives such as our NewGen school's outreach programme which is inspiring children who might not otherwise be given an opportunity in our sector, and by championing women in the industry who are still underrepresented, we're trying to make a real difference.

CHAMPIONING APPRENTICESHIPS AT RICS YSOYA →



CREATING OPPORTUNITIES FOR A NEW GENERATION AT LREF →




SPONSORING THE ASSOCIATION OF WOMEN IN PROPERTY SCOTLAND →





Our stakeholders

Supporting communities and good causes that make the world better and fairer is one of the central aims of our ESG strategy.

We do this in three ways:

- 

1 Making donations to charities that align with our values
- 

2 Donating to causes that are important to our people
- 

3 Giving our time to support charities and good causes. Sometimes that means providing pro-bono professional services and sometimes that means rolling up our sleeves and helping with painting, raking, cleaning, planting trees, and whatever else is needed.

Over the past year, our charitable activities have been aligned to five key themes that reflect our values:

HOMELESSNESS	MENTAL HEALTH	PHYSICAL HEALTH	EDUCATION	ENVIRONMENT
				

VOLUNTEERING AT NINEWELLS HOSPITAL →



STREETGAMES SUMMER CAMP →



CITY OF TREES GREEN AWAY DAY →



GOVERNANCE

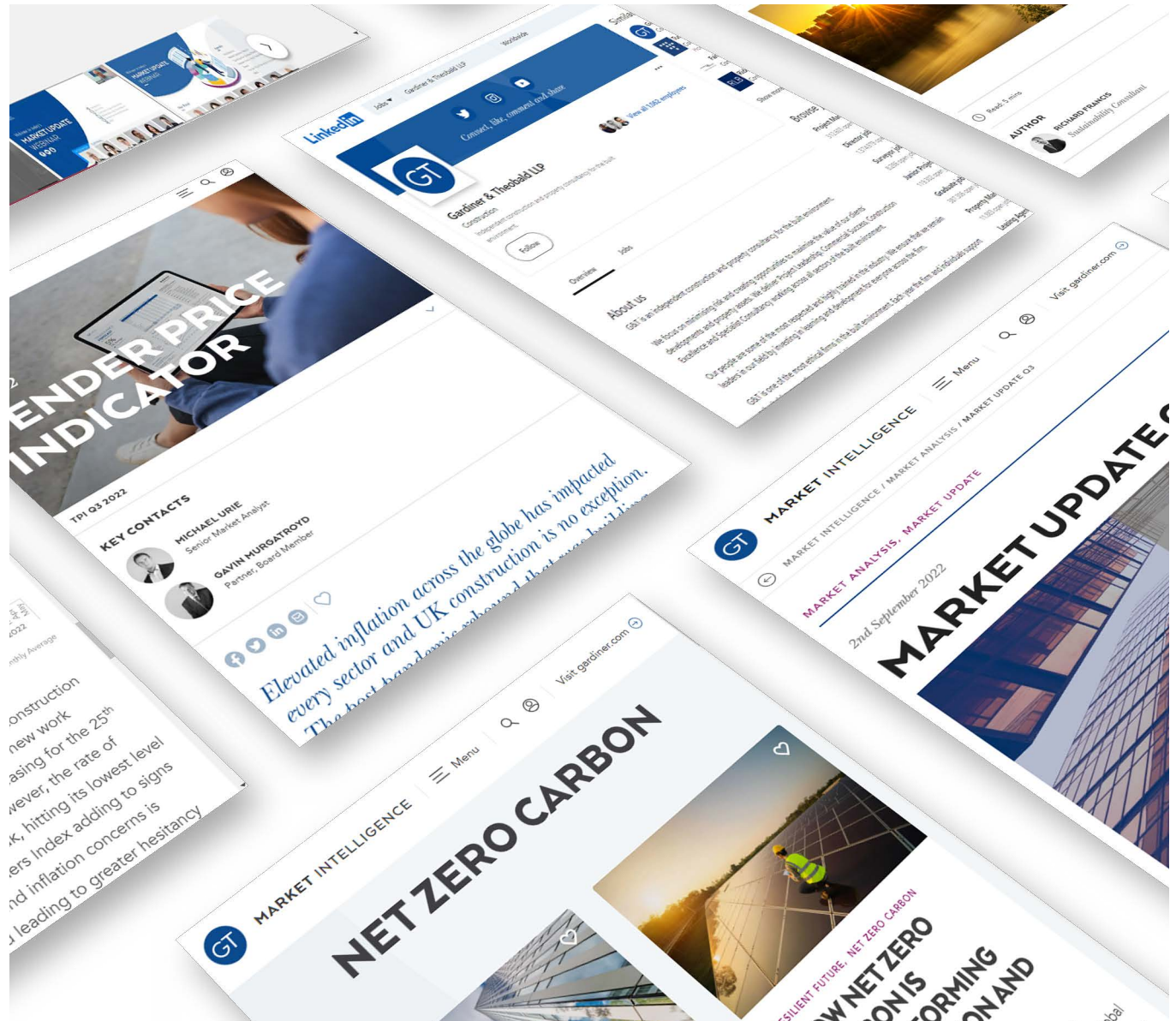
Our clients

Alongside our client service teams we have a business support network which is the backbone of the firm. These departments ensure that we have the tools to deliver on our promises to clients.

From robust digital and information systems, to learning and development programmes which build skills and capability in our workforce, from upholding our brand and profile in the marketplace, to recruiting the best talent, our business services teams are an integral factor of the firm's success.

G&T's business support teams are helping the firm to fulfil its potential through a commitment to achieving World Class in everything we do. Our business services network includes:

- Accounts and Financial Management
- Human Resources and Recruitment
- Information Technology and Digital Transformation
- Learning and Development
- Legal and Compliance
- Marketing, Communications and Business Development



Our firm

Acting with integrity has always been an integral part of our approach to business. We aspire to always meet the highest professional, legal and ethical standards and uphold the trust our clients and other stakeholders place in us. We maintain and proactively build a culture of ethics, integrity and compliance across our firm.

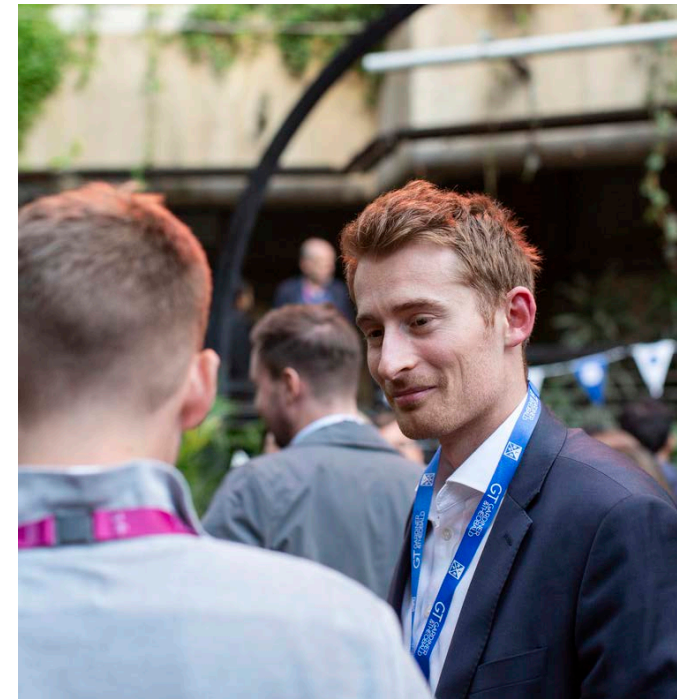
Our policies and professional standards apply to every member of the firm. Topics addressed by our policies, standards and procedures include but are not limited to:

- Anti-bribery
- Conflicts of Interest
- Cyber Security
- Equality, Diversity and Conduct in the Workplace
- Modern Slavery

We treat any breach of these policies or standards as a serious matter for further investigation and action.



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Our stakeholders

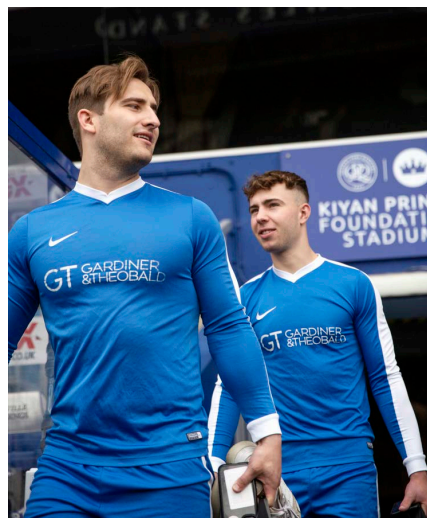
At G&T, we foster a culture of continual learning and growth and embed knowledge-sharing and mentorship into every aspect of our work.

We aim to help our people realise their potential and we provide colleagues at every level with access to World Class professional development to ensure they are building new skills, expertise, and capabilities at every step of their journey.

This approach safeguards our promise to deliver World Class Services to our clients and ensures that we provide fulfilling careers for our people.

We are also committed to promoting a culture that protects and nurtures the health and well-being of our people, creating an environment where they can reach their full potential. We approach this holistically with a range of tangible benefits and initiatives to support our people including:

- Subsidised healthcare scheme
- Annual well-being allowance
- Confidential employee assistance programme
- Mental Health First Aid champions
- Sports and social programmes



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.

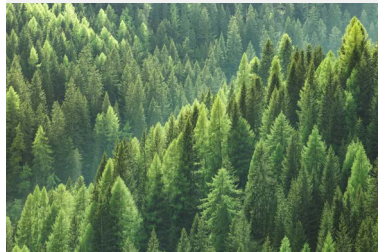
Over the last year we have published a range of insights on our GT Market Intel microsite which are helping to shape the conversation on ESG:

Net Zero Carbon and Sustainability articles

[HOW NET ZERO CARBON IS TRANSFORMING REGULATION AND MARKETS](#) →



[HOW TO BECOME A NET ZERO CARBON COMPANY](#) →



[HYDROGEN: THE FUTURE FUEL FOR NET ZERO AMBITIONS](#) →



[THE PLAN TO ENABLE A GREEN INDUSTRIAL REVOLUTION](#) →



Resilient Future articles

[SKYROCKETING AMBITIONS: CAN BRITAIN BECOME A TRULY GLOBAL SPACE SUPERPOWER?](#) →



[LIFE SCIENCE BUILDINGS: KEY COST DRIVERS](#) →



[ARTIFICIAL INTELLIGENCE: THE GRAND CHALLENGE IN CONSTRUCTION](#) →



[REVISITED: MASS TIMBER COMMERCIAL DEVELOPMENTS - WHAT DO YOU NEED TO KNOW?](#) →



GT GARDINER
& THEOBALD

