

ESG
REPORT
May 2023

CONTENTS

OUR MISSION AND VALUES	3
OUR BUSINESS WITH PURPOSE FRAMEWORK	4
ENVIRONMENT, SOCIAL & GOVERNANCE AT G&T	5
ENVIRONMENT	6-8
SOCIAL	9-11
GOVERNANCE	12-14
THOUGHT LEADERSHIP	15





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

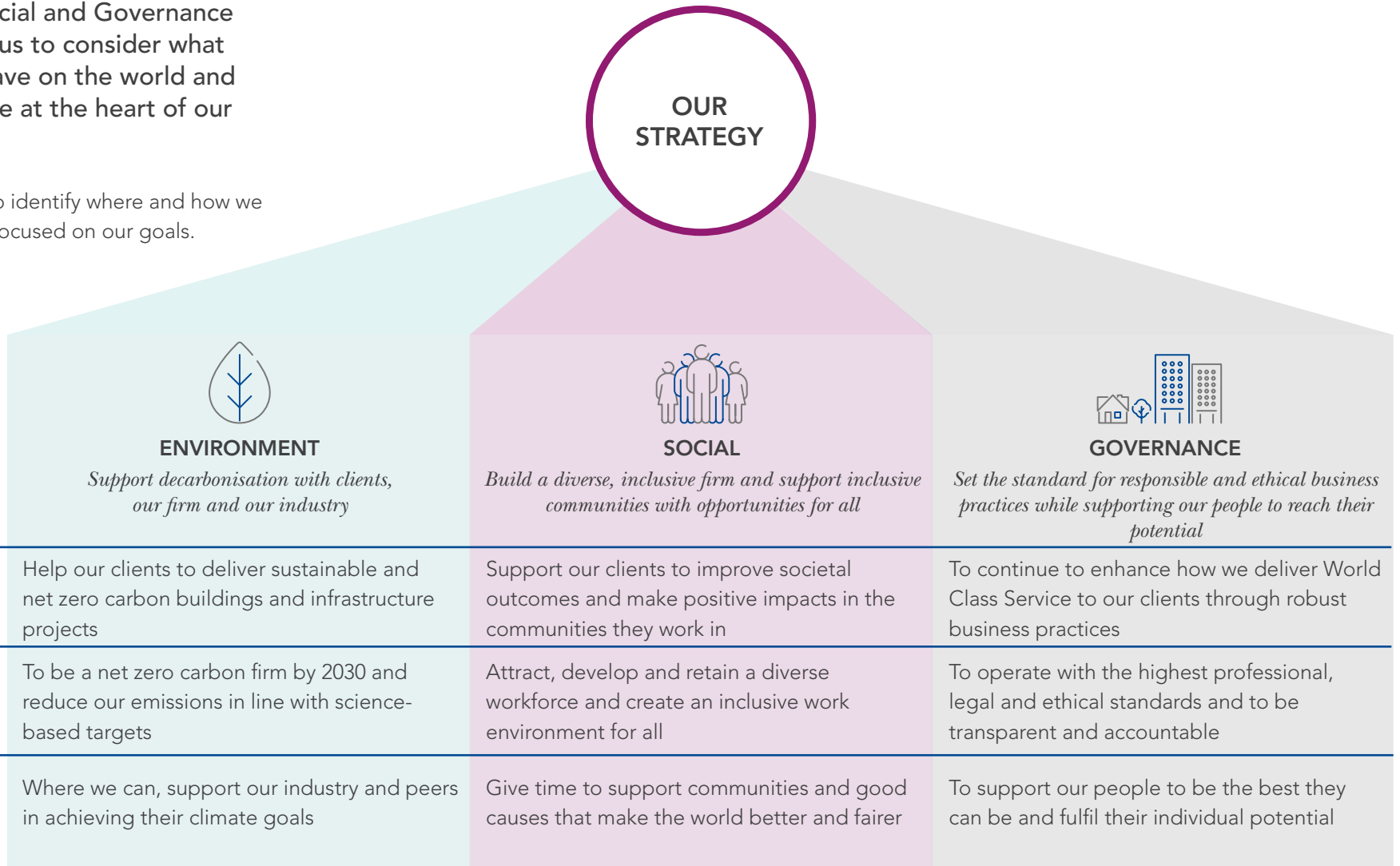
<p>WORLD CLASS</p> <p>▼</p> <p>Client services and long-lasting relationships</p> <p>Sharing market knowledge and insights</p> <p>Looking to the future through digital transformation</p>	<p>ROBUST AND RELIABLE</p> <p>▼</p> <p>Partnership structure with entrepreneurial spirit</p> <p>Robust financial performance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

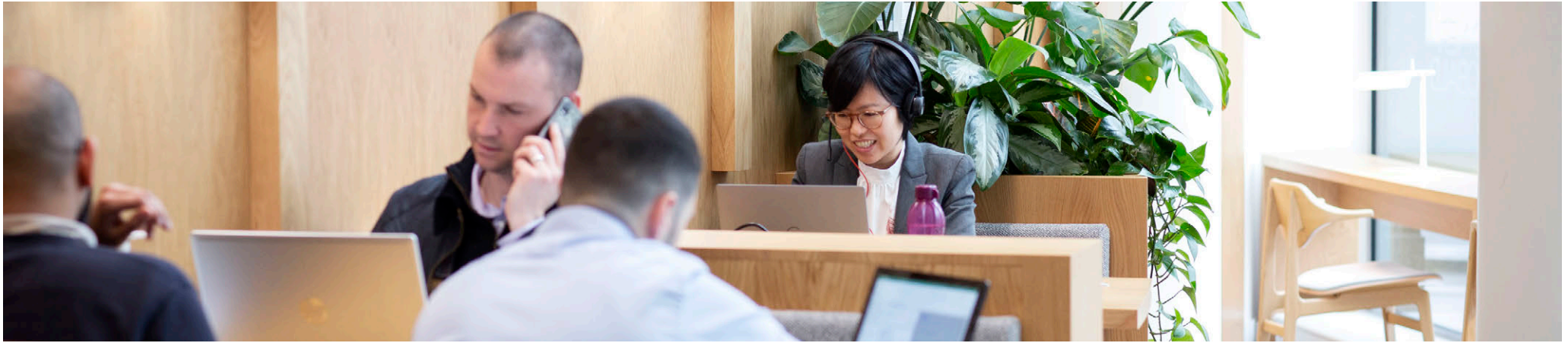
<p>ENVIRONMENT</p> <p>▼</p> <p>Supporting clients with their Net Zero Carbon goals</p> <p>To be a Net Zero Carbon firm by 2030</p> <p>Supporting our industry in becoming NZC</p>	<p>SOCIAL</p> <p>▼</p> <p>Giving back to the communities we work in</p> <p>Building a diverse, inclusive and equitable firm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

ENVIRONMENT, SOCIAL AND GOVERNANCE AT G&T

Our Environment, Social and Governance (ESG) strategy helps us to consider what impact our actions have on the world and ensures our values are at the heart of our business decisions.

The framework helps us to identify where and how we wish to act and keeps us focused on our goals.





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. 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 2022, 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.

FIROZ LALJI GLOBAL HUB



© David Chipperfield Architects

1 GOLDEN LANE

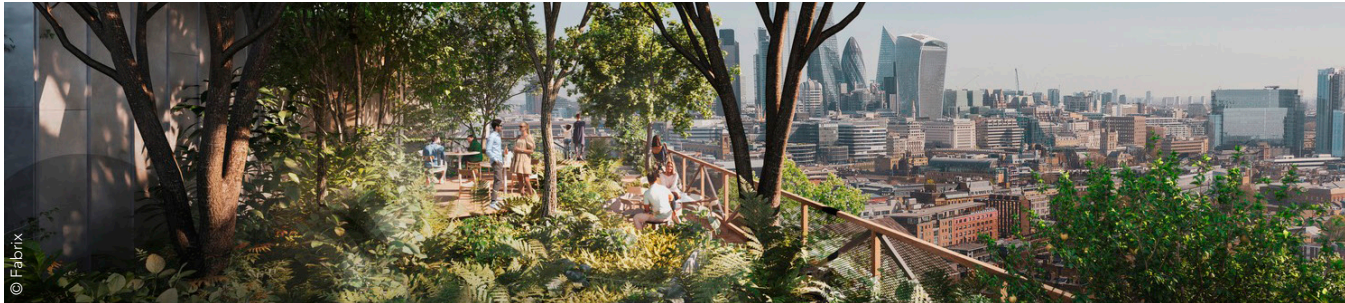


© Hawkins Brown Architects

LOWER THAMES CROSSING



© National Highways Limited



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.

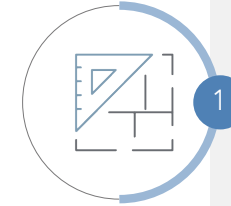
In 2021, we announced our net zero carbon goals, with a commitment to be net zero as an organisation as soon as possible and by 2030 and we remain on track.

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



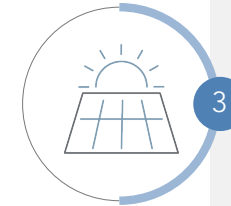
1

Measure and reduce our carbon emissions across our operations



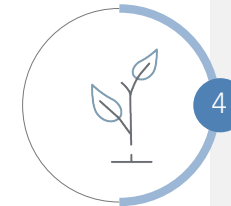
2

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



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.

This year we are working with our media partner Bisnow to deliver a three-part webinar series which

explores ESG in construction. In March, we moderated the first webinar in the series and debated with fellow panellists about the future of fit-out and whether the considerations of landlords are changing, as the pressure to achieve net zero increases.

“Why is embodied carbon not currently measured in CAT B fit-outs?”

[IS CAT A SUSTAINABLE FOR A LOW-CARBON FUTURE? →](#)



Our clients

We support our clients in delivering their **social value** aspirations. We are currently working on the Marine Lake Events Centre in Southport that will provide a state-of-the-art theatre and entertainment space and a flexible conference and business events venue.

The project is predicted to greatly boost the town's economic and tourism sectors. An additional £18m is expected to be generated annually for the local economy.

G&T is delivering an **integrated social value plan** giving back to the local community and ensuring lasting economic, social and environmental value for the area. This includes providing local employment and supply chain opportunities, along with additional resources dedicated to working with students and adults looking for new career opportunities.

MARINE LAKES SOCIAL VALUE PLAN →





Our firm

Attracting, developing and retaining a **diverse workforce** and supporting **social mobility** are some of our core objectives when recruiting talent. As well as offering a graduate scheme, we have tailored programmes for **apprentices** and **career changers** to become chartered surveyors and project managers.

Our **NextGen Programme** champions industry professionals to think about what they want for the future of the built environment. With the built environment's landscape rapidly adapting in response to issues such as climate change, it's important the next generation is equipped with the tools and resources necessary to support social and environmental change.

As signatories of the **Armed Forces Covenant** we have 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.

We already employ many veterans and reservists recognising the transferable skills they bring but one of our core objectives for the future is to increase representation of this group within our business.

Our **Army Reserves policy** provides additional paid leave for employees carrying out this valuable role. This quarter we also set up a **Veterans and Reservists Network** to provide a forum for support and discussion.

UPSILLING A NEW GENERATION: WARREN SCHOOL IN DAGENHAM →



SUPPORTING FUTURE INDUSTRY LEADERS: NEXTGEN MENTORING →



BUILDING SKILLS THROUGH APPRENTICESHIPS →



Our stakeholders

We are dedicated to helping the communities we work in thrive. Our **Social Value policy** provides a framework for delivering these activities. It sets out our vision for delivering social value aligned with the following objectives:

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

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. Thrive provides important governance and a structured process for delivering social value activities helping us to deliver meaningful social value across the UK.

The tool 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 the Social Return on Investment (SROI) for each activity. It is derived from government data and respected think tanks, including information from the Office for National Statistics and embraces the five core themes of PPN06/20.

Calculated by the Thrive Social Value, since 2021 G&T has created social value worth...

£7.5m



SOCIAL VALUE: WHAT IT MEANS AND WHY IT MATTERS →



G&T SIGNS RAIL EDI CHARTER →



EMBRACING EQUITY: INTERNATIONAL WOMEN'S DAY 2023 →



Our clients

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.

Since our last ESG report in November we are pleased to confirm the renewal of the following standards and certifications:

- LRQA ISO 9001: 2015 Quality Management System
- ISO 14001 Environmental Management Plan
- BSI Anti-bribery Management System
- Cyber Essentials Plus



Acting with integrity has always been an integral part of our approach to business.



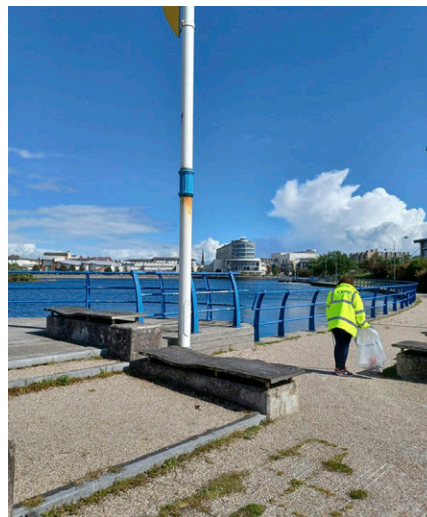
Our firm

As part of the firm’s ESG strategy, we strive to create a positive social impact and play a responsible part in the communities we work in. One of the ways we seek to do this is by giving our time and skills to support charities, community projects and good causes that make the world better and fairer.

This year G&T introduced **employee-generated volunteering** (EGV) where an individual or team organises their own volunteering day. Every employee is encouraged to undertake one volunteering day per calendar year.

EGV gives employees the chance to build connections with their local communities and give back to society while working on issues they feel passionate about. It is an opportunity to learn about some of the issues society faces today while also developing key soft skills such as leadership, team-working and resilience.

Community and voluntary sector organisations benefit from enthusiastic volunteers with specialist skills, expertise and knowledge - and sometimes just extra pairs of willing hands to get stuck in. Our EGV programme aims to fill in the gaps by providing volunteers to help with the delivery of services or day-to-day operations - helping to stretch their resources that bit further.



Our stakeholders

We were pleased to celebrate the launch of the latest London Property Alliance (WPA and CPA) guide on **diversity and inclusion**. This is just one in a series of guidebooks that G&T has contributed to that help tackle diversity and inclusion in the built environment.

The new guidebook on Social Mobility aims to help individuals and organisations make the industry more accessible and inclusive by providing best practice examples, signposts to resources and reflections on personal experiences.

This quarter we also launched the **Recite Me** accessibility tool to make our websites more user-friendly for individuals with disabilities, situational challenges and language support needs by providing a number of customisable-options.

Over one billion people worldwide encounter barriers when trying to read and understand content online. This can be due to disabilities, learning difficulties, visual impairments, or if people speak English as a second language.

This new development builds on the work we have already undertaken to ensure our websites are as accessible as possible.



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

[EXISTING BUILDINGS AND CARBON PERFORMANCE: MANAGING THE OPPORTUNITY](#) →



[NEW BUILDINGS AND NET ZERO: EMBODIED CARBON IS THE NEXT BATTLEGROUND](#) →



[THE FUTURE OF BUILDING: MODERN METHODS OF CONSTRUCTION](#) →



[PLANT-BASED PLACES: EMERGING PRODUCTS AND PRINCIPLES](#) →



Resilient Future articles

[NEW GUIDANCE LAUNCHED TO FACILITATE INSURANCE OF MASS TIMBER BUILDINGS](#) →



[WHY DO WE NEED INTERCONNECTORS?](#) →



[PLANNING FOR HYDROGEN: GETTING AIRPORTS READY](#) →



[HOW TO PLAN AND PREPARE FOR AN AI PROJECT](#) →



GT GARDINER
& THEOBALD

