Gardiner & Theobald

SOCIAL VALUE POLICY

2025

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.

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

Prepared by:	Emma Herman
Date:	16th December 2025
Next review date:	16th December 2026

This policy forms part of our wider ESG strategy and **business with purpose** framework through which we deliver social value. Our objectives are:

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**:

1. Employment, Training and Skills

2. Community Engagement

3. Employee Development, Health and Wellbeing

4. Environmental Responsibility

GRADUATE WELCOME DAY
G&T London Office

1. 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**.

Being a **forces friendly employer** and actively recruiting service leavers and reservists, supporting them with additional paid leave to perform their duties.

2. COMMUNITY ENGAGEMENT

Providing all employees **one day's paid leave to volunteer** for charity as part of our Employee Generated Volunteering programme.

Delivering social value at project level within the communities we operate by **engaging with local people** and identifying opportunities to upskill the local workforce.

WELLBEING ROADSHOW
G&T London Office

3. EMPLOYEE DEVELOPMENT, HEALTH AND WELLBEING

Supporting our employees through our extensive **health and wellbeing programme** including fully trained Mental Health First Aiders and supporting both mental and physical wellbeing activities.

Providing a varied programme of **training and development** for our employees at every stage of their careers.

> *"We have fully trained Mental Health First Aiders and support both mental and physical wellbeing activities."*

4. 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**.

> *Over the last decade, we have consistently reduced carbon in our business operations."*

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 ESG activities using a social value calculator tool, Thrive, using the Impact Evaluation Standard (IES) Framework.

Reporting our ESG activities bi-annually through our ESG Report.

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