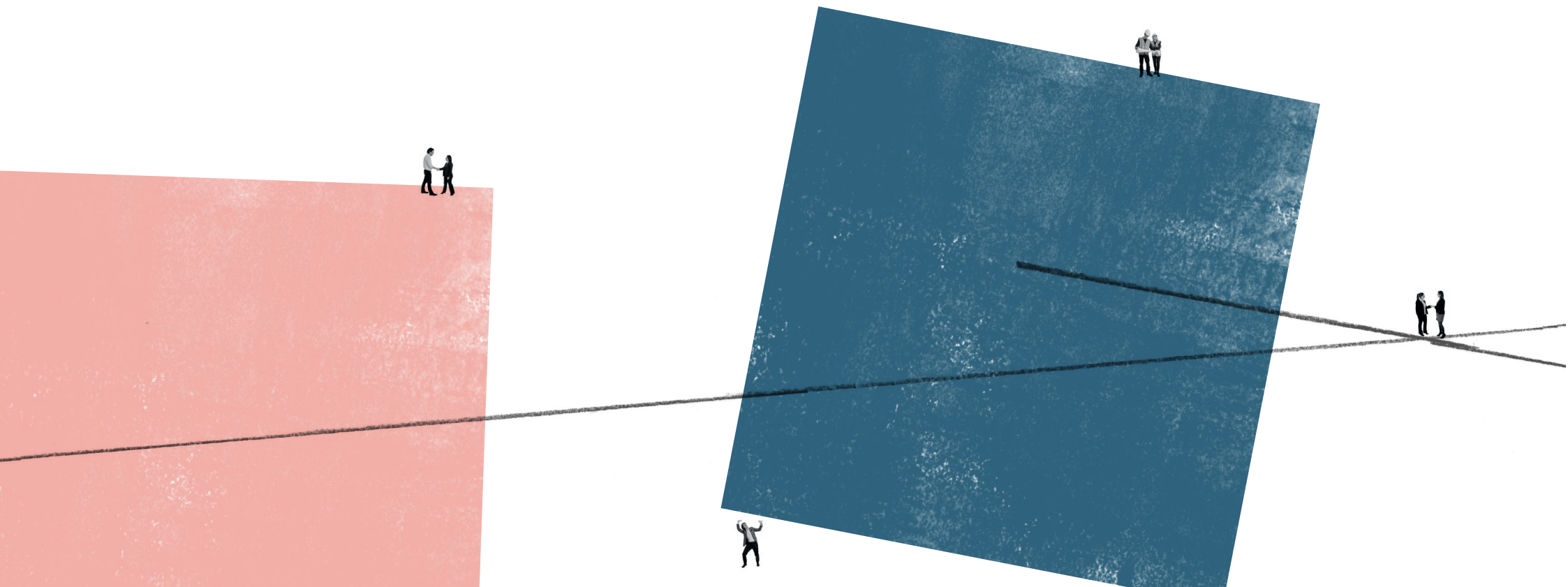


HOLLIS

**All together
different**

Doing our bit

Social Value Strategy



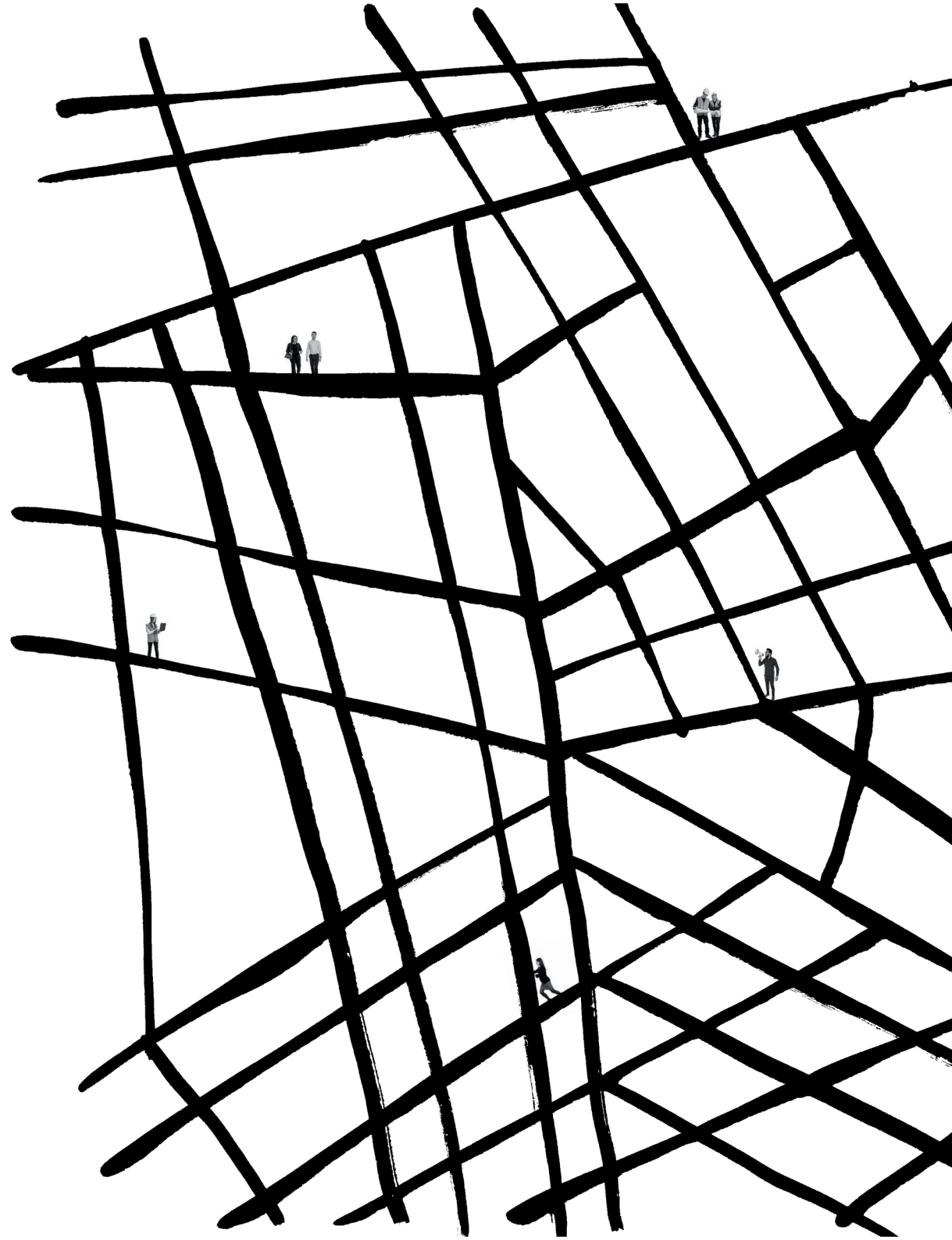
Introduction

Social value is about recognising the importance of social, economic and environmental wellbeing across our communities; and that as organisations we play a vital role in delivering these benefits for our stakeholders and wider communities. This includes evidencing the value that this creates for them.

At Hollis we put social value at the forefront of everything that we do. It's about making a difference, creating opportunities, being productive, teamwork, looking out for one another, and living our values. For us, creating a sustainable, diverse and inclusive environment that positively impacts everyone we work with and the communities we operate in, will not only be key to our success, but to the success of the real estate industry as a whole.

We create social value across four spheres of influence: people; communities and partnerships; clients and suppliers; and environment.

This document sets out how we will deliver our social value vision for our people and our communities and partnerships. It sits in tandem with our sustainability strategy; which sets out our social value vision for the environment and clients and suppliers.



2019/2020 Highlights

In 2019 we created a social return on investment of

£16,201,845

The total economic impact created by Hollis in 2019 was

£64,698,934

The combined SROI and Economic Impact value gives Hollis a total

social value ratio of £2.09

which means for every £1 income for Hollis, there is £2.09 return on investment

Total social value

£80,900,799

- EG Mental Health programme partner
- Launched first ever female mentoring programme
- Signatories to the Working Forward pledge and the RICS Inclusive Employer Quality Mark
- Best Places to work in property for four years running
- Winner of the payroll giving award seven years running
- Chairman, John Woodman installed as Master of the Worshipful Company of Chartered Surveyors
- Raised over £12,000 for charities via our Charity or the Year and Payroll Giving schemes
- Invested over 370 days, almost 10 working weeks, to inspire and help others




2021 - A new year

The longevity of the industry depends upon the talent entering it, so in 2021 we have two main areas of focus: Social Mobility and Apprenticeships.

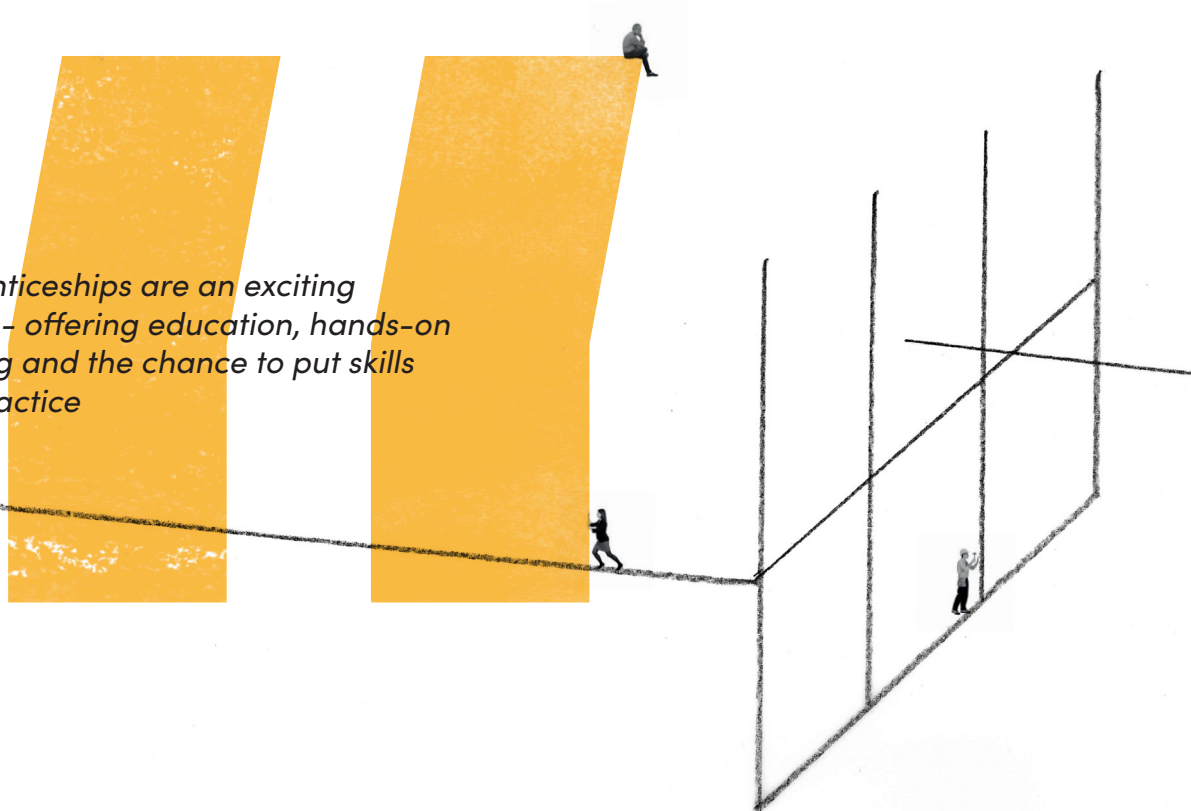
This year we will be focusing on educating young people on the various roles within the built environment and providing opportunities to those that wouldn't normally have access/routes into the industry.

The built environment is so diverse, offering a multitude of roles and opportunities; so, we want to ensure that there is a diverse range of people entering into it too.

It isn't enough just to educate young people on the industry, we also need to create and provide opportunities for them to gain experience in it.



Social mobility is about increasing diversity and creating an inclusive environment so that people from all backgrounds are able to work, develop and succeed



Apprenticeships are an exciting option - offering education, hands-on training and the chance to put skills into practice

People

The real estate industry is facing an unprecedented skills shortage, so it is vital that future generations see it as a long term, viable career choice for them; no matter their background. We therefore recognise the importance of creating a culture where people can be themselves, feel empowered to achieve their best, have role models to aspire to and have a real sense that they are being supported whilst working. This is achieved through our commitment to:

Apprenticeships

We are committed to developing the property professionals of the future. Working with The University College of Estate Management (UCEM), we currently offer a Level 6 Apprenticeship scheme, which provides the opportunity for young people to work towards a degree in building surveying and membership of the RICS. We provide the optimal balance of formal training and on-the-job learning, with close supervision and guidance from our senior surveyors.

We're strong advocates of apprenticeships because they're a great way to build teams, providing inspiration for both our apprentices and their mentors. That's why we will be developing our apprenticeship programme from 2021. Not only will we increase the number of building surveying apprentices in the business, but we will also be introducing apprenticeships to other areas of the business, in both our fee earning and operational teams.



Graduates

Graduates are an integral part of our business and we are committed to developing the real estate leaders of the future. We currently offer professional membership and progression with RICS, SCSi, CIBSE and CIAT. All candidates are allocated a mentor who will support them towards their professional membership and ensure that they have access to professional development that enhances and complements the training they receive in the workplace.

To develop our pipeline of talent for the graduate programme, we have built relationships with the top 15 universities for the Built Environment across the UK and Ireland and already run a successful presentation programme with them as part of our graduate recruitment campaign. As part of this process we take over lectures to share our expertise, engage with the extra-curricular construction societies and have taken part in APC mock assessments to show the students what lies ahead for them.

In 2021 we will be introducing a university mentoring scheme, providing built environment students an expert to help guide them through their degree and provide work experience so that they are ready for the world of work once they have completed their studies.

People

Living wage employer

As part of our commitment to ensure the welfare of our staff we have also become an accredited Living Wage Employer in 2020. The living wage is the hourly rate needed to live on, it takes into account the real cost of living, and is higher than the national minimum wage set out by the government. We feel that it is paramount for all staff to earn a wage that is enough to live on and that they are fairly awarded for their effort and hard work.

Social mobility

Social mobility aims to increase diversity and give opportunities to those from less advantaged backgrounds. We believe that the best way to do this, is to partner with a number of leading, industry wide social mobility schemes; through funding, volunteering and expertise.

Alongside our partnerships with Urban Plan UK, The Worshipful Company of Chartered Surveyors and The Chartered Surveyors Training Trust; we will also be partnering with Pathways to Property, RICS Inspire Future Surveyors and Building People.

Together, we are working to educate and inspire those beginning careers in property, not only because it will enable them to gain the skills and knowledge to succeed, but because their bright and innovative ideas are key to ensuring the long-term success and sustainability of our industry.

Work placements

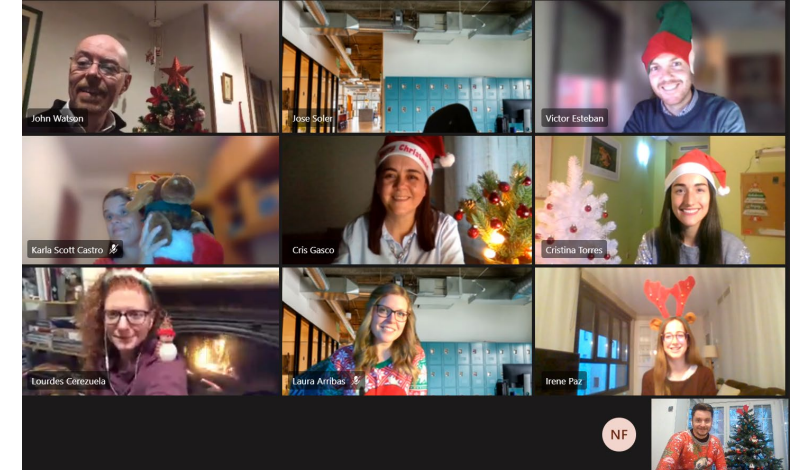
A large barrier to social mobility is a lack of opportunities for work experience. To tackle this, we will be establishing a structured work placement programme. This will provide anything from a week's work experience to year out placements for university students. Opportunities will be advertised with all the schools that take part in the above social mobility schemes, via the Building People platform and with our partner universities.

All work experience placements will be followed up and relationships built with interested students, creating a direct recruitment pipeline for the apprentice and graduate programmes in all areas of the business.



Supporting causes and communities

Getting involved in positive causes and community-based initiatives is a natural part of our problem-solving, teamworking culture. This can be seen through our many charitable endeavours and commitment to pro bono work.



Madrid office Christmas Jumper Day

LandAid

We are proud to be a LandAid Foundation Partner playing an active role in making a difference to the lives of the young and homeless. LandAid is the charity of the UK property industry. We provide annual financial support (£10,000 per annum), pro bono advice, and actively attend and host events that fundraise for LandAid. In the last FY, in addition to our annual donation, we raised a further £3,107.60. David McBride sits on the LandAid Northwest board and we currently have four employees taking part in the LandAid ambassadors programme. Ambassadors help LandAid in two main ways: by increasing awareness of the charity and its activities and by raising funds. In turn this gives the ambassadors opportunities to learn new skills, network and create new contacts across the industry; whilst making a difference in the communities in which we operate. We are working with LandAid to integrate the Ambassadors programme with our Graduate and Apprentice schemes over the course of 2021.

Charity of the year

Each year Hollis employees nominate and vote upon a charity of the year, that the company supports throughout the following year. Each charity relationship runs from 1 May to 30 April. Employees have raised nearly £30,000 since the scheme started, having supported Heads Together, Alzheimer's Society, Acorns and British Heart Foundation so far. A Charity of the Year committee helps to organise events over the course of the year raising funds for the chosen charity. Each year the purchase of raffle prizes for the winter raffle is funded through the charity budget.

Payroll Giving Scheme

Staff at Hollis are huge supporters of the Payroll Giving Scheme which allows them to donate to charities through their pay to support good causes. The high level of staff participation in our Payroll Giving Scheme has won us the payroll giving award six years running — three gold awards and three silver awards. Employees have donated over £19,500 to various charities since the scheme began.

National charities

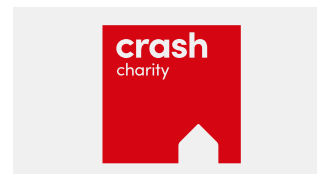
We support national charities by getting involved in raising money through national charity days such as 'Wear it Pink', 'Christmas Jumper Days' and 'Macmillan Coffee Mornings'.

Charitable donations

We support colleagues and clients who take up personal challenges to raise money for worthwhile causes. Donations are made from our charity budget.

Pro bono work

As well as providing pro bono advice via our relationship with LandAid, we also partner with CRASH, the construction industry's charity that helps homelessness and hospice organisations with their construction projects. We have specific selection criteria for the pro bono work that we take on to ensure our efforts and expertise have the widest and most beneficial impact possible and that it aligns with our CSR vision. Our relationship with CRASH is managed by Steve Hughes. We need to agree a budget on how much time we are willing to give to pro bono work each year and are also looking into instigating an approval process for the cases we take on.



Other social value activities

There are a number of other activities and initiatives taking place around the company that derive social value but do not necessarily form part of our SV strategy. These are tracked and monitored to ensure they are included in our social profit calculation each year. These include:

- Internal mentoring programme
- CPD events and training courses
- Lectures given
- Mental health support
- Graduate development
- Reducing carbon emissions
- Protecting natural resources
- Waste management
- Energy and water consumption
- Employment statistics, including diversity and inclusion data
- Army reservist data
- Blood donations



HOLLIS

All together
different

Get in touch

hollisglobal.com

Regulated by RICS