

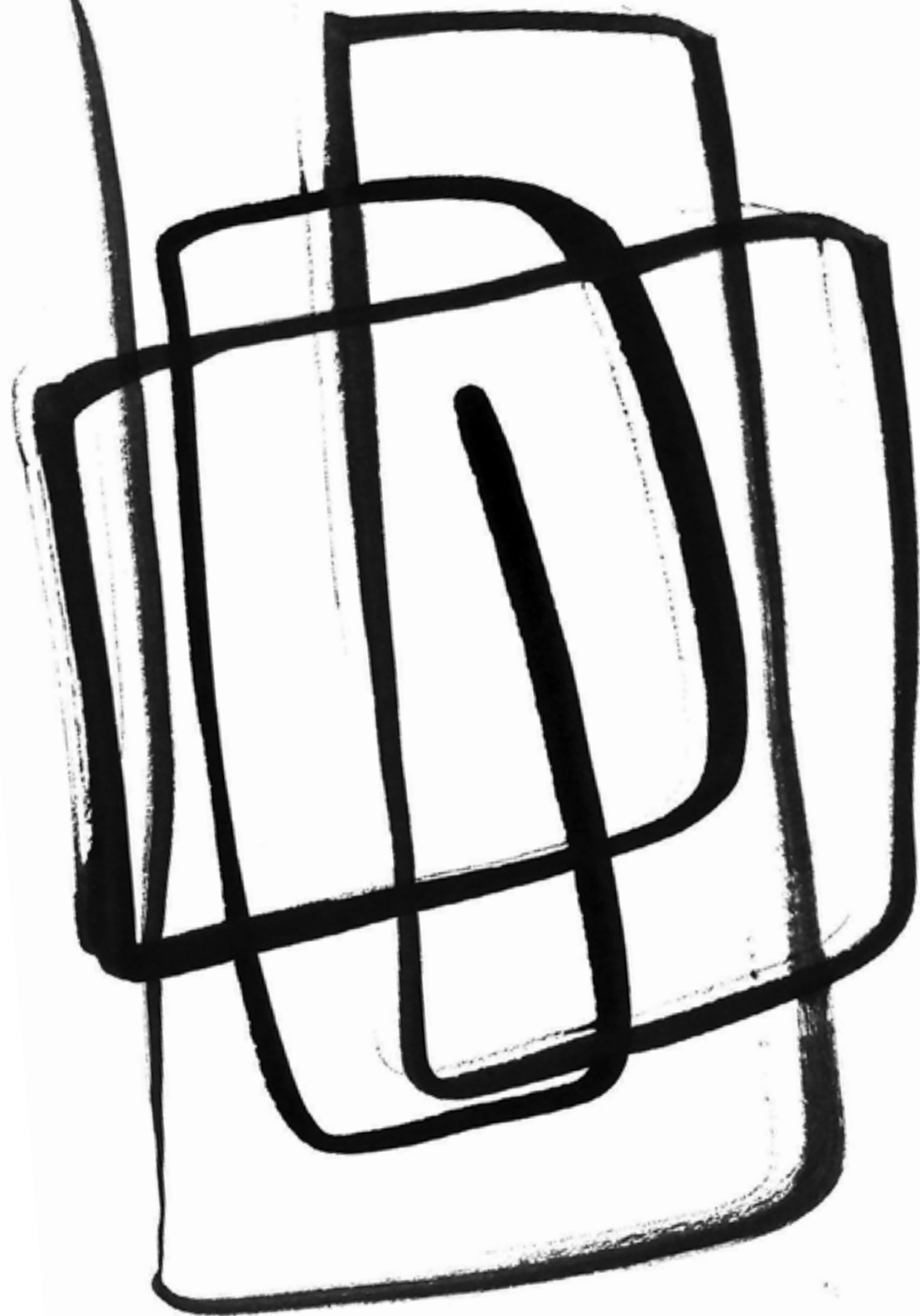
# ESG at Hollis – Social value strategy

2023–2024



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# Introduction

Our vision is to positively impact our communities, the built environment and the world. We aim to make a real, positive difference for the environment, communities, our people and everyone we work with.

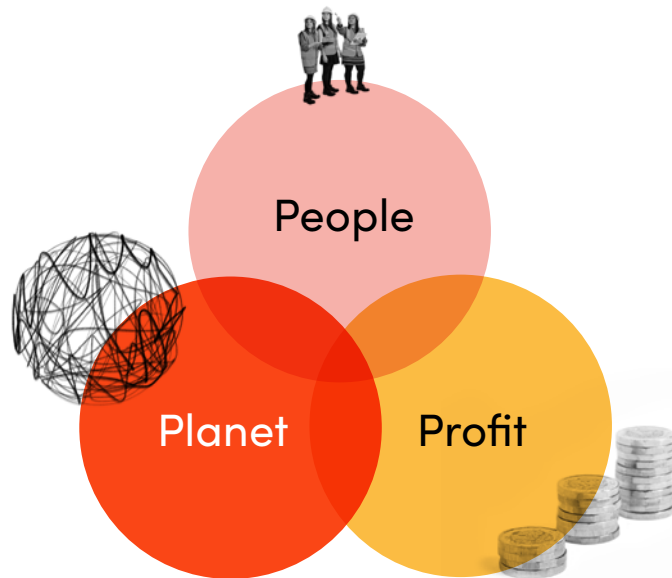
We are taking significant steps to achieve our vision through implementing our ESG strategy and ensuring that we are held accountable to deliver it.

The way we think about ESG has changed and is starting to become business as usual. Our aim is to ensure every decision made by everyone at Hollis is environmentally and socially considered as well as making logical business sense.

So, we will look at all options available to us where we can reduce the impact our business activities have on the environment – and adopt all those which prove to be good business decisions.

We cannot ensure every decision is environmentally and socially considered, but we can commit to adopting new ways of working to make sure we operate in a more environmentally friendly way; a way which meets our net zero goal with as little offset as possible.

By balancing people, planet and profit we can ensure that everyone affected by our business will benefit in some way. We must continue to be a profitable and financially stable business so that we can invest in our ESG strategy and ensure commitments are delivered.



## Our ESG vision is...

To become the leading international, independent real estate consultancy with a strong reputation for delivering social, economic and environmental benefits to all our stakeholders and the communities where we deliver our work.

# The Sustainable Development Goals

Our ESG efforts are aligned with the United Nations Sustainable Development Goals (SDGs). These goals are designed to be a “blueprint to achieve a better and more sustainable future for all.” We aim to support the UNSDGs through this ESG strategy.



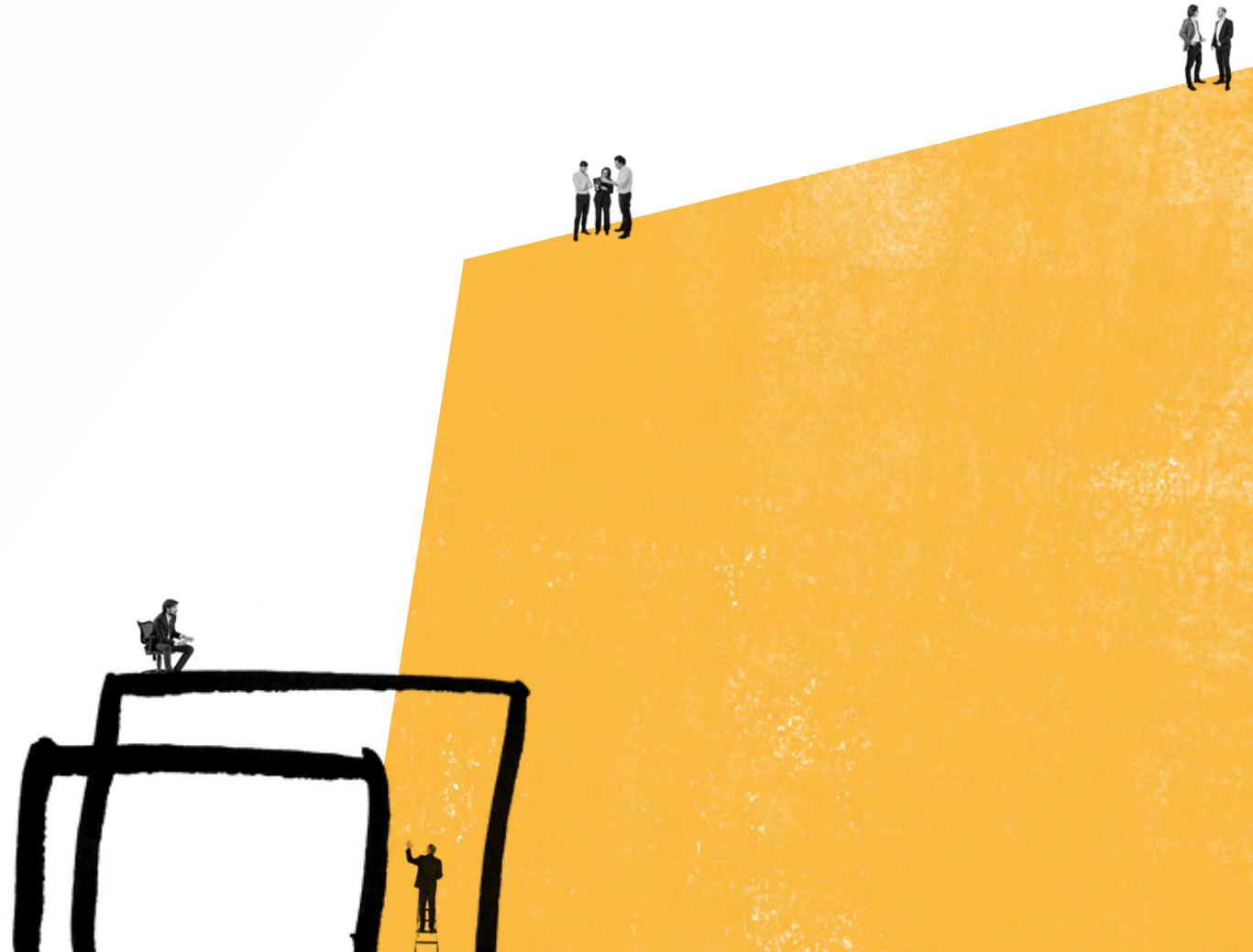
# Our ESG Strategy

We are committed to being a responsible business and our environmental, social and governance (ESG) strategy aims to achieve this. Our strategy clearly articulates the areas of focus within these three pillars – Environment, Social and Governance.

Over the next year we will be working to define KPIs to measure the goals and performance of our business. This will include setting more robust measures to monitor our ESG performance. We are only at the start of our ESG journey and this strategy sets out where we are on our journey and the incremental improvements we're making to move forwards.

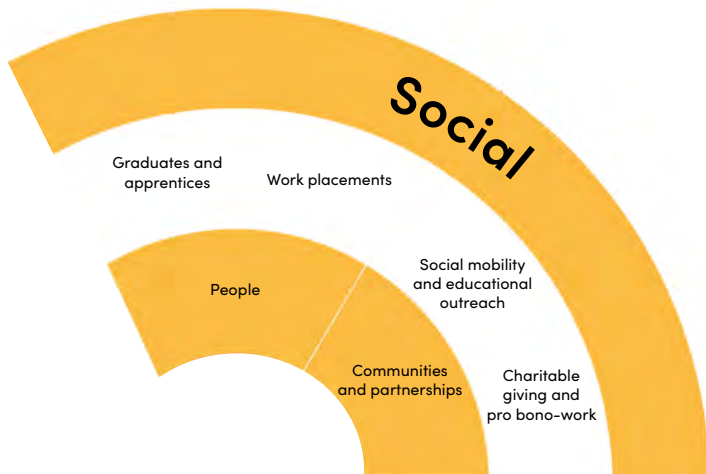


# SOCIAL



# Social value

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.



What we have done in 2021/22	Progression of these actions
<b>People</b>	
<p><b>Graduates and apprentices</b></p> <ul style="list-style-type: none"> <li>· Nominated for 4 awards at the National Apprenticeship awards</li> <li>· 3 apprentices successfully onboarded</li> <li>· 3 employees transitioned onto apprentice programme</li> <li>· 41 graduates successfully onboarded</li> <li>· 2 university placement students onboarded</li> <li>· Built relationships with the top 15 universities for the Built Environment across the UK and Ireland</li> <li>· Introduced a university mentoring scheme</li> </ul>	<ul style="list-style-type: none"> <li>· 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</li> <li>· Launch a student prize at the University of Reading for the top building pathology student in the final year; in memory of our colleague Malcom Hollis</li> <li>· Introduce an IEMA training programme for our ESG graduates</li> </ul>
<p><b>Work placements</b></p> <ul style="list-style-type: none"> <li>· Launched work experience programme</li> <li>· 22 work experience placements hosted</li> <li>· 1 work experience student offered employment on our graduate programme</li> </ul>	<ul style="list-style-type: none"> <li>· Expansion of work placement programme, providing opportunities to a higher number of students and in different areas of the business</li> <li>· Participating in 10,000 Black Interns programme, providing summer internships for black students</li> </ul>
<b>Communities and partnerships</b>	
<p><b>Social mobility and educational outreach</b></p> <ul style="list-style-type: none"> <li>· Worshipful Company of Chartered Surveyors – provided a bursary enabling one student to attend university</li> <li>· 5 Urban Plan workshops ran at schools</li> <li>· Continued partnerships with Urban Plan UK, The Worshipful Company of Chartered Surveyors and The Chartered Surveyors Training Trust; and introduced new partnerships with Pathways to Property, RICS Inspire Future Surveyors, Building People and The Academy of Real Assets</li> <li>· Signatories of the Social Mobility Pledge</li> </ul>	<ul style="list-style-type: none"> <li>· Hosting a ‘Coffee Broadcast’ with students from 3000+ schools across the UK</li> <li>· Taking part in the largest Urban Plan workshop to date and continuing to support their school’s tour</li> <li>· Providing skills, workshops and placements as part of the Business in the Community programme</li> </ul>
<p><b>Charitable giving and pro bono-work</b></p> <ul style="list-style-type: none"> <li>· Raised £40,000+ for charities including British Heart Foundation, LandAid and Cancer Research</li> <li>· Payroll Giving Scheme winner for six years running</li> <li>· 4 pro-bono projects worked on and 2 further projects soon to start</li> <li>· Partner with CRASH, the construction industry’s charity that helps homelessness and hospice organisations with their construction projects</li> </ul>	<ul style="list-style-type: none"> <li>· Target £8000 raised through Charity of the Year programme</li> </ul>

# Social value - People

## Graduates and apprentices

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.

### **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 or quantity 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 continue developing our apprenticeship programme.

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 compliments 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.

We have also introduced 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. 2022 will see us launch a student prize at the University of Reading for the top building pathology student in the final year; in memory of our colleague Malcom Hollis.





# Social value - People

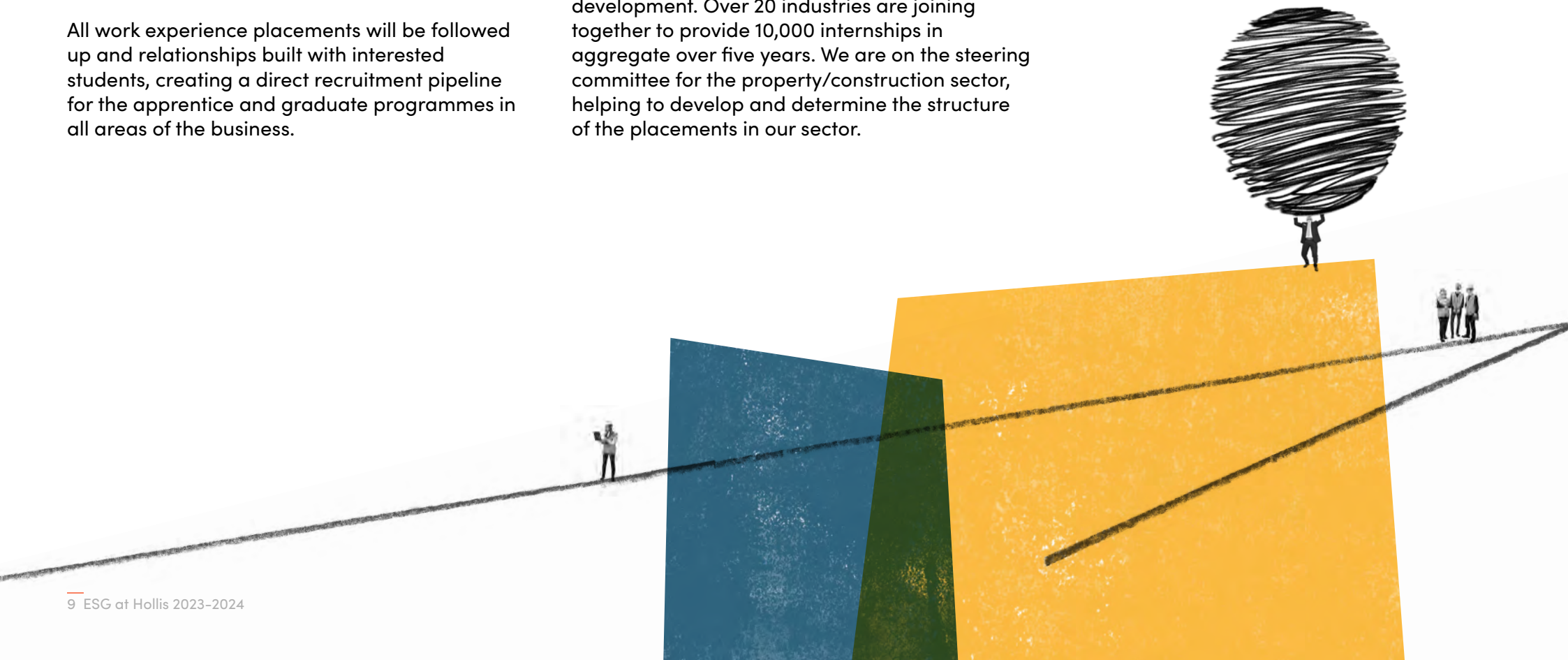
## Work placements

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 our partner 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.

## 10,000 Black Interns programme

As part of our commitment to improving diversity within the industry and meaningful employment opportunities to those that wouldn't normally have access/routes into the industry, we are taking part in the 10,000 Black Interns programme. The programme helps transform the horizons and prospects of young Black people in the United Kingdom by offering paid work experience across a wide range of industries, as well as world-class training and development. Over 20 industries are joining together to provide 10,000 internships in aggregate over five years. We are on the steering committee for the property/construction sector, helping to develop and determine the structure of the placements in our sector.



# Social value - Communities and partnerships

The operations and outputs of the built environment and real estate industry touch every person, business and community within which it works, and as a company, we want to ensure that our long-lasting impact is a positive one for all we encounter in the course of our business. 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 educational partnerships, charitable endeavours and commitment to pro-bono work.

## Social mobility and educational outreach

### Social mobility

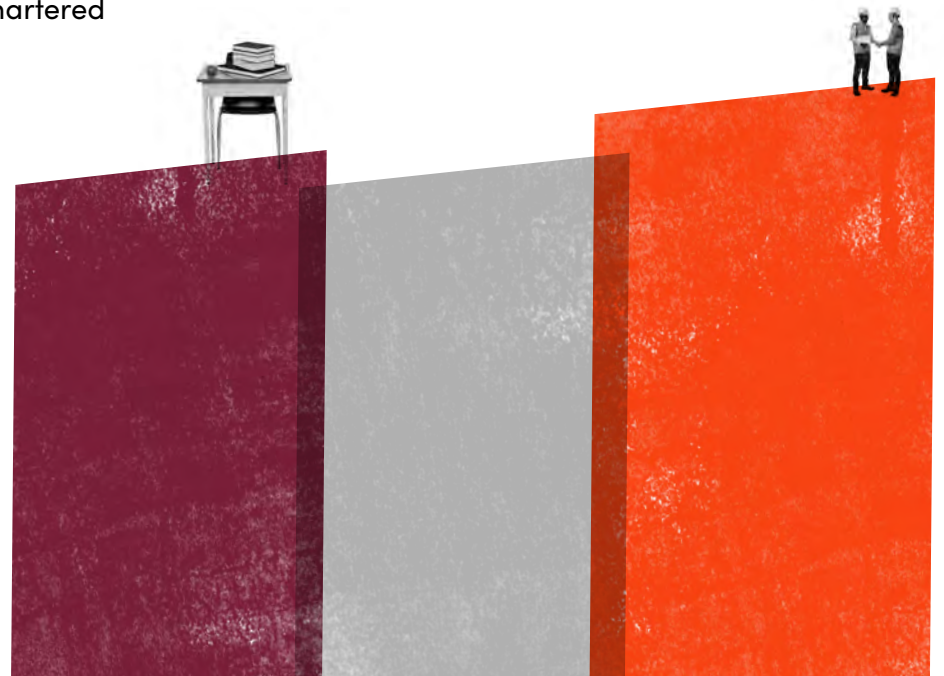
Social mobility aims to increase diversity and give opportunities to those from less advantaged backgrounds. This is more important than ever, due to the growing opportunity gap that COVID-19 created. To demonstrate our commitment in this area, we have signed the Social Mobility Pledge, a campaign chaired by Rt Hon Justine Greening. The Social Mobility Pledge encourages organisations to be a force for good by putting social mobility at the heart of their purpose. We believe that the best way to do this, is through educational outreach and providing meaningful work opportunities.

### Educational partnerships

We partner with a number of leading, industry wide social mobility schemes; through funding, volunteering and expertise. 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.

Our educational partners are:

- Building People
- Pathways to Property
- RICS Inspire Future Surveyors
- The Academy of Real Assets
- The Chartered Surveyors Training Trust
- The Worshipful Company of Chartered Surveyors
- Urban Plan UK



# Social value - Communities and partnerships

## Charitable giving and pro-bono work

### Charitable giving

**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 £5,557. Director, 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.

**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 over £30,000 since the scheme started, having supported Heads Together, Alzheimer's Society, Acorns, British Heart Foundation and Cancer Research so far. A Charity of the Year committee helps to organise events over the course of the year to raise 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 £20,000 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 social value vision.

**LandAid**

**Allianz**  
Global Investors

**acorns**

Your local children's hospice

**CANCER RESEARCH UK**

**crash**  
charity

**Alzheimer's Society**  
United Against

**British Heart Foundation**



# The ESG steering committee

Our ESG steering committee includes representation from different areas of the business, different geographical locations and at different levels, up to and including Director representation. The committee is accountable for ensuring that the policy is fully rolled out across all areas of the business. The committee meets quarterly.



It's great to be a part of the ESG steering committee with representatives from all aspects of the business sharing knowledge and ideas around the collective goal of helping Hollis have a tangible, positive impact on the planet and everyone on it.

Sally Gilbert, Senior Facilities Manager



## Services

Building surveying

Cost management

Drone surveys and data capture

Environmental consultancy

ESG consultancy

Fire engineering

HollisExos

Measured surveys and area referencing

Mechanical and Electrical



## Management Board



## Operation teams

Audit and compliance

Business development

Business support

Digital transformation

Facilities

Finance

Human resources





**HOLLIS**

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**All together  
different**