

## Social Value Policy

### Our commitment

We are one of the leading independent commercial building surveying consultants operating in the UK, Ireland and Europe. As business, we care not only about what we do, but how we do it and the impact it has on our communities.

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.

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.

### Our Approach

Our Social Value commitments focus on two key areas:

#### People

- Developing the property professionals of the future through our graduate, apprentice and placement programmes
- Improving diversity within the industry and providing meaningful employment opportunities to those that wouldn't normally have access/routes into the industry
- Creating a culture where people can be themselves and feel empowered to achieve their best

#### Communities & Partnerships

- Commitment to social mobility and putting this at the heart of our social value activities
- Fostering educational partnerships with industry wide social mobility schemes; through funding, volunteering and expertise.
- Charitable giving through our charity partnerships, charity of the year initiative, payroll giving scheme and charitable fundraising donations
- Providing pro bono advice, ensuring our efforts and expertise have the widest and most beneficial impact possible in line with our social value vision

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Signature:



Position: Head of CSR & Early Careers

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