

# Corporate and Social Responsibility (CSR) and Social Value Policy

At Gillespies we seek to create high-quality environments that improve the quality of life of the people using them. Our aim is to deliver well-conceived place that make a

Our values are creativity, expertise, thoroughness, progressiveness, collaboration and wellbeing. We conduct our business with honesty, integrity, and transparency:

- We uphold the highest standards of professional conduct, including compliance with relevant laws and regulations.
- We maintain confidentiality and protect the privacy of our clients and partners.
- We promote ethical behaviour within our workplace, and provide guidance and training where necessary.

We are committed to operating in a socially responsible and sustainable manner.

Gillespies values, principles and policies are underpinned by the Public Services (Social Value) Act 2012 NS and the UK Modern Slavery Act. We also ensure that our subconsultants adhere strictly to these policies.

This policy is reviewed annually to ensure that it remains relevant and effective, and we regularly communicate this policy to our employees, clients, sub-consultants and relevant interested parties.

## Social Value

We understand that 'Social Value evaluates the social, economic, environmental and cultural benefits a project has on the local individuals, communities and society in general'. More and more, our clients require us to deliver socially responsible, inclusive and community-focused projects that give back to society. As a practice, Gillespies is committed to delivering social value within our business operations, the design process itself and the schemes we deliver.

We work with our clients to deliver projects that contribute to the economic, social and environmental well-being of local communities in accordance with The Public Services

(Social Value) Act 2012.

Gillespies is committed to:

### Employment and Skills:

- Providing our employees with new skills for the future
- Creating employment opportunities within the communities that we work
- Removing barriers to employment in the built environment industry for underrepresented and disadvantaged groups

### Local Business & Economy

- Procuring goods and services locally where possible
- Providing work opportunities for small, medium, micro-sized businesses, social enterprises and minority owned businesses

### Community Engagement:

- Carrying out volunteering activities that deliver benefits to local communities
- Supporting local and national charities
- Working with schools, universities, industry bodies and charities to offer curriculum support and work experience opportunities

### Environment:

- Using resources efficiently to reduce waste and maximise value
- Playing our part to reduce air pollution, waste and noise pollution within local communities to improve health
- Promoting sustainable and ethical procurement
- Promoting green and blue space and increasing biodiversity net gain in recognition of the social value this brings

# Corporate Social Responsibility (CSR) and Social Value Policy

## Corporate Social Responsibility

### People

Our people are our most valuable asset. They are essential in enabling us to provide an exceptional service to our clients.

Gillespies is committed to:

- Promoting diversity and equality in the workplace, and ensuring that all employees are treated fairly and with respect.
- Recruiting and promoting employees exclusively on their abilities, avoiding all forms of discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or beliefs, sex or sexual orientation.
- Encouraging and supporting employee development by providing opportunities for training and career development, nurturing talent and promoting from within.
- Providing employees with a comprehensive programme of Continual Professional Development (CPD), from a wide range of complementary professionals and suppliers
- Deliver in-house training sessions through our internal LandLabs, a knowledge sharing platform
- Providing annual performance appraisals to ensure employees are receiving the appropriate support and training required to fulfil their duties, as well discussing their career goals and the objectives to achieve them.
- Support employees in gaining the Parthway to Chartership by othering mentors are facilitating working groups
- Paying the Living Wage to all employees, contractors and freelancers.

### Employee Wellbeing

The well-being of our people is important to us. We offer an employee assistance programme that provides an independent helpline for any legal, financial or emotional

support employees may require in their professional and personal lives. We also provide life insurance for all staff.

We offer a flexible 'working day' and 'working from home' policies to enable our employees to balance professional and personal commitments sustainably.

We hold regular social events to encourage a relaxed and collaborative environment and to bring us closer together.

We maintain the highest standards of health and safety in all of our offices. All employees are trained in health and safety, and each studio has a mental health awareness officer.

## Community

We recognise the importance of our role in the wider community, and are committed to making a positive contribution wherever possible. We also recognise that it is our duty to listen to the needs of the local community and to leave a positive, lasting legacy.

### Supporting Employment and Skills

We support local community and industry partnerships including the STEM Ambassadors programme, where volunteers from a wide range of disciplines offer time to educate young people.

We also work alongside the Landscape Institute on the 'Ambassadors of Landscape Architecture' programme, visiting schools, colleges and universities and encouraging young people to join the profession.

As part of this we offer mentoring and work experience opportunities for 14-18 years to give them experience of a landscape practice, and we have a regular programme of student internships from local universities.

Gillespies supports the Landscape Institute's apprenticeship scheme, an initiative which offers young people alternative routes into the profession, avoiding lengthy university courses and tuition fees. Gillespies has committed to hiring apprentices into our offices each year.

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The apprentices will receive on-the-job training and day release education funded in full by Gillespies. Gillespies pays the apprenticeship levy which has built up a sizable fund; we will use this to employ a landscape architect apprentice once the scheme is launched.

Gillespies advocates sharing knowledge and expertise within the industry. Staff members regularly speak at conferences, provide guided tours and lectures to university students.

## Supporting Local Business and Economy

As a service supplier, we endeavour to support the local economy. We do this by trying at all time to work with locally-based consultants, contractors and suppliers. We also encourage our clients to use local workforce, suppliers, and contractors where possible and aim to raise their awareness of the benefits of environmentally sensitive and sustainable design.

## Community Engagement

Through our work we support local employment and the creation of facilities which meet local needs. We create well-designed streets that encourage healthy active lifestyles through safe walking and cycling opportunities. We encourage cultural integration and a feeling of belonging by creating accessible and inclusive community spaces, including safe and exciting play installations, and deliver, wherever possible, green community spaces for use during phased construction projects.

We create places that engender a sense of belonging, bring people together, are inclusive and accessible, safe, encourage healthy active lifestyles and our connection to nature.

We encourage the involvement of the local community in the design process through public consultations and community events, giving local people a voice and engendering a sense of ownership.

## Volunteering and Charity Work

We encourage and support employees to participate in personal or group volunteer work within the local communities where we work and live, to give something back to local organisations, businesses and institutions. We offer employees a paid CSR day to undertake volunteering for any charity close to their heart.

We regularly support local and national charities through donations and fundraising activities. Each year our employees nominate a named charity that we support and undertake fundraising for via a range of events and social activities throughout the year. Previous charities we have supported include Mind, Shelter and Crisis and Manchester City Trees, to name but a few.

Our teams also take part in charitable events, such as the Great Manchester Run, the Construction Cup and Touch Rugby.

## Environment

We are committed to securing a more sustainable future, and reducing the environmental impacts of our actions by:

- Ensuring continual improvement of our sustainability performance, via our ISO 9001 Quality Assurance system.
- Assessing and reducing our internal carbon and energy consumption in partnership with Positive Planet, one of the UK's leading advisers in sustainable business delivery and carbon reduction, as well as putting together a plan to becoming a Net Zero company
- Delivering carbon literacy training to all employees so they can fully embed sustainable practices within their professional and personal lives.
- Measuring the environmental impact of our projects using a our bespoke climate positive design toolkit, which is based on the One Planet Living sustainability model.
- We promote sustainable and ethical supply chains

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## Gillespies' Sustainability Toolkit

The toolkit provides prompts and guidance to allow sustainable decision making to be an integral and systematic part of the design process, and ensure that every project is as sustainable as possible. For example, we promote the integration of green infrastructure into the built environment as part of an overall approach to biodiversity net gain. We specify materials that are sustainably sourced, low maintenance and long lasting. We also specify drought-tolerant and habitat-based planting that requires little irrigation, and diverse planting schemes to boost biodiversity.

As a member of the Carbon Advisory Group, Gillespies also supports the Landscape Institute with its sustainability objectives.

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**Date of Last Review:**

08 October 2025

**Date of Next Review:**

08 October 2026

**Review Period:**

12 Months



**Adam Greatrix, Partner,  
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