

**GA**



# ESG Performance 2023

## INTRODUCTION



“  
As a **responsible business**, Gilbert-Ash is **passionate** about its impact on **the world**. ”

Construction is a sector with a significant impact on the environment and on society. At Gilbert-Ash, we work hard to make that impact positive, integrating sustainability considerations into our decisions and taking care to prioritise people and planet alongside profit.

I am delighted that two years into our ESG strategy our collaboration efforts within the sector are broadly on track to meet our 2025 targets. Although accreditation and awards are never the end goal for us, the recognition they bring can actively inspire positive transformation and I thank the team at Gilbert-Ash for raising the bar in 2023 as we continue our ESG journey.

At Gilbert-Ash, we are fortunate to have a talented team of people who embrace the opportunity to drive the positive change that's needed within construction.

Through decarbonisation efforts on projects, sourcing sustainable materials, engaging and educating suppliers or developing partnerships we are adding value to the communities we work in. Our efforts are powered by passion and purpose, as we engage our supply chain to partner with us in providing benefits for people and planet and contribute to the five priority SDGs.

**Ray Hutchinson, OBE**  
Managing Director

PEOPLE PILLAR PROGRESS

As a responsible employer, Gilbert-Ash will strive to ensure its people and those within its wider supply chain are treated fairly, ethically and with respect.

With an engaged, healthy, well trained and diverse workforce, our business will thrive.

People Champions

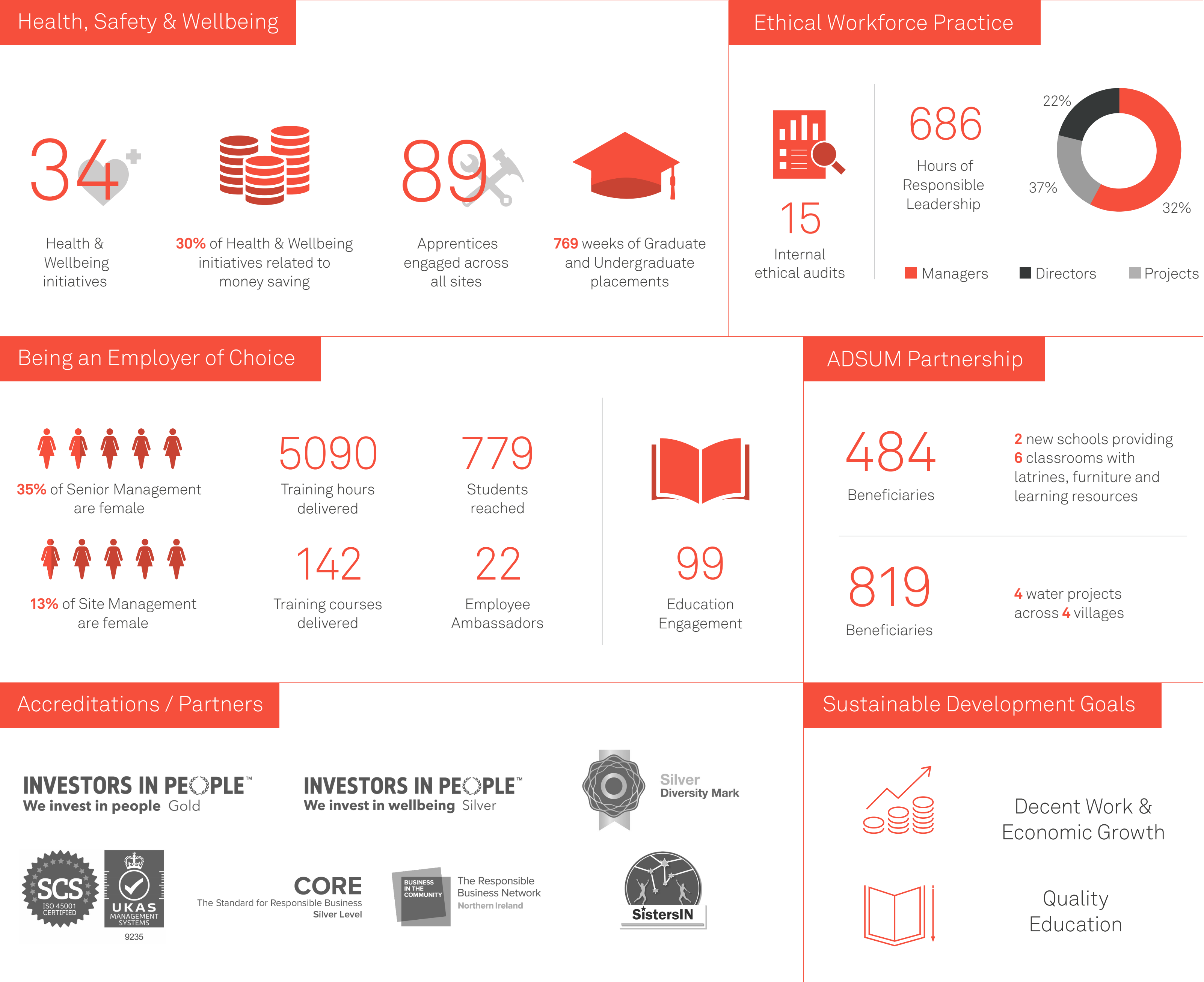
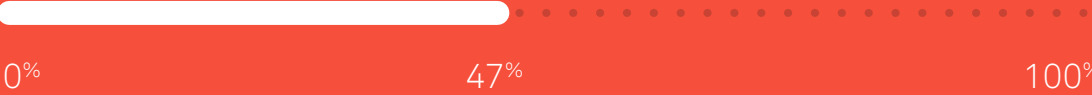


Maria Bradley  
HR Director



Ciara McKeivitt  
HR Manager

Progress towards 2025 goals



PLANET PILLAR PROGRESS

We aim to reduce our energy and GHG emissions, achieving net zero in scopes 1 and 2 by 2030 and across our full value chain by 2040.

Planet Champions

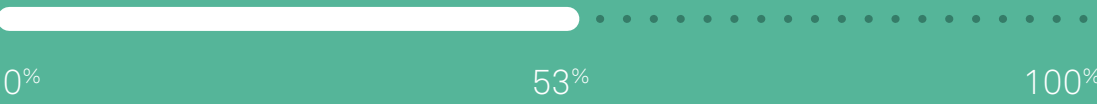


Michael Heron  
ESG Lead

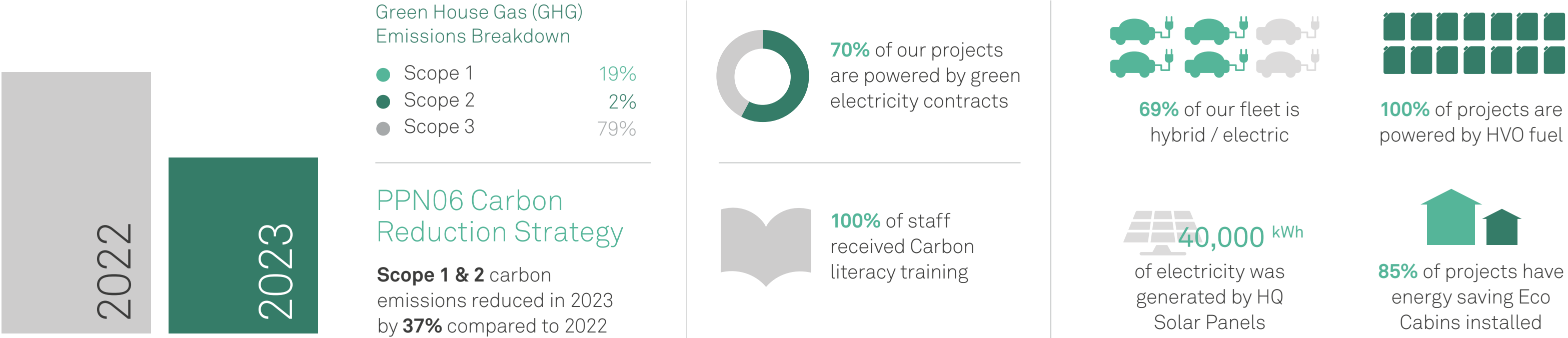


Danielle Gillespie  
Senior Design Manager

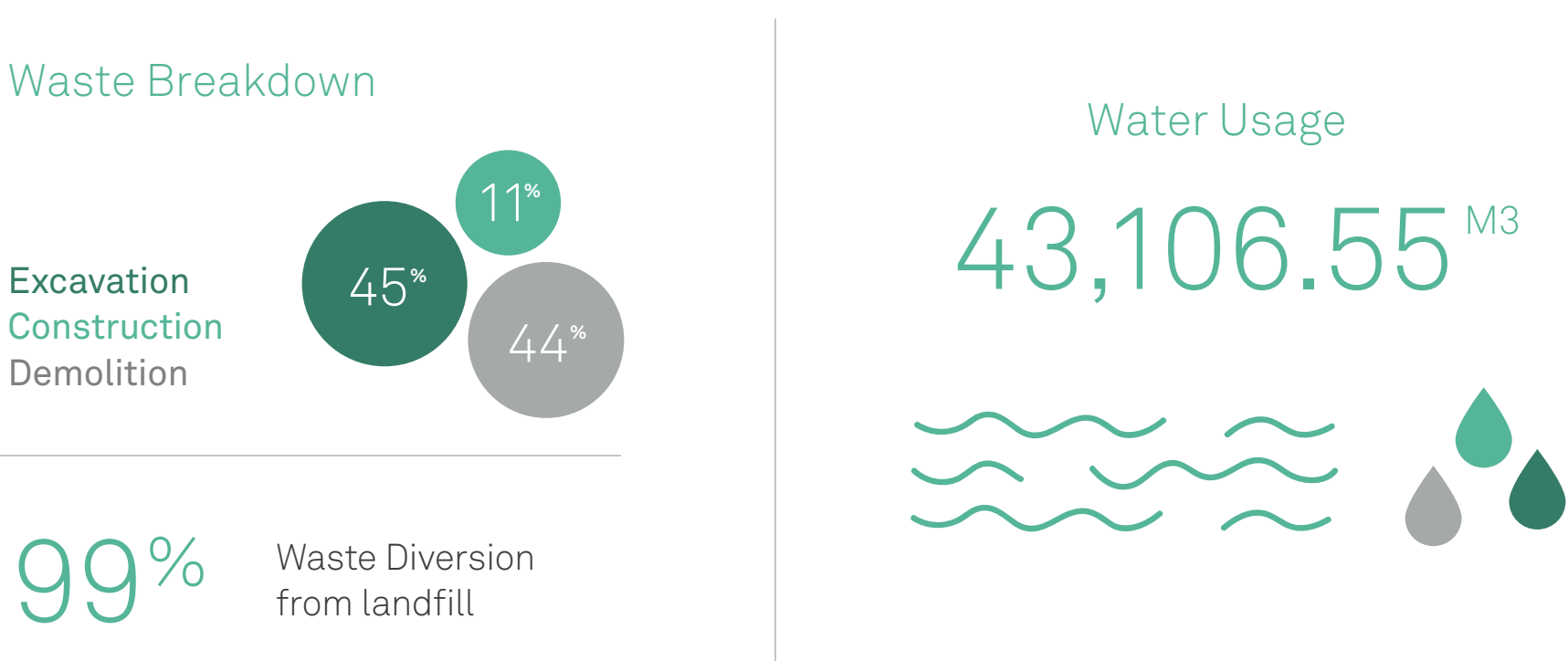
Progress towards 2025 goals



Energy & Emissions



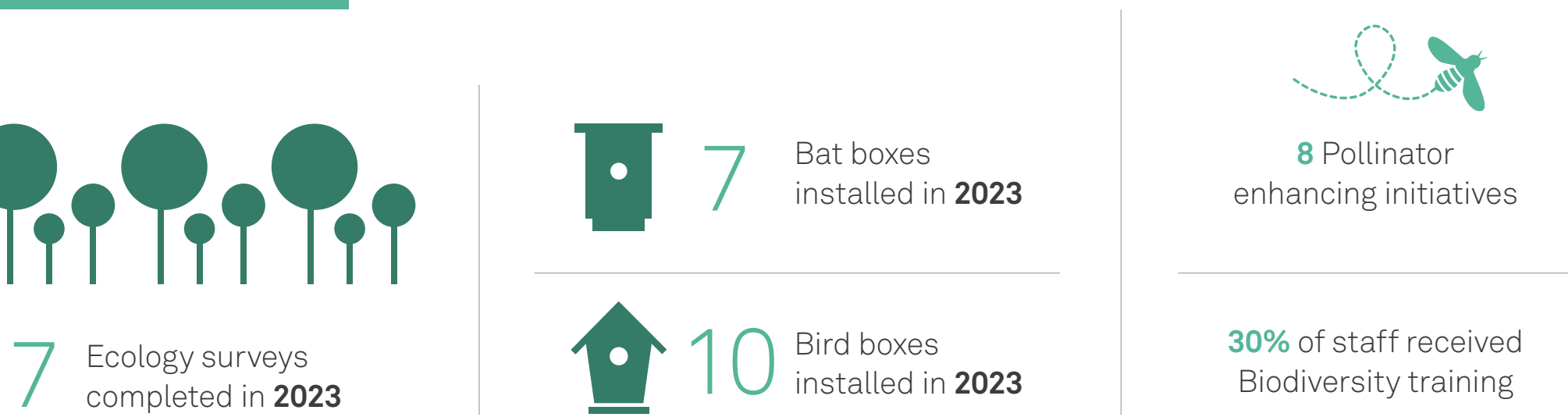
Sustainable Resource Use



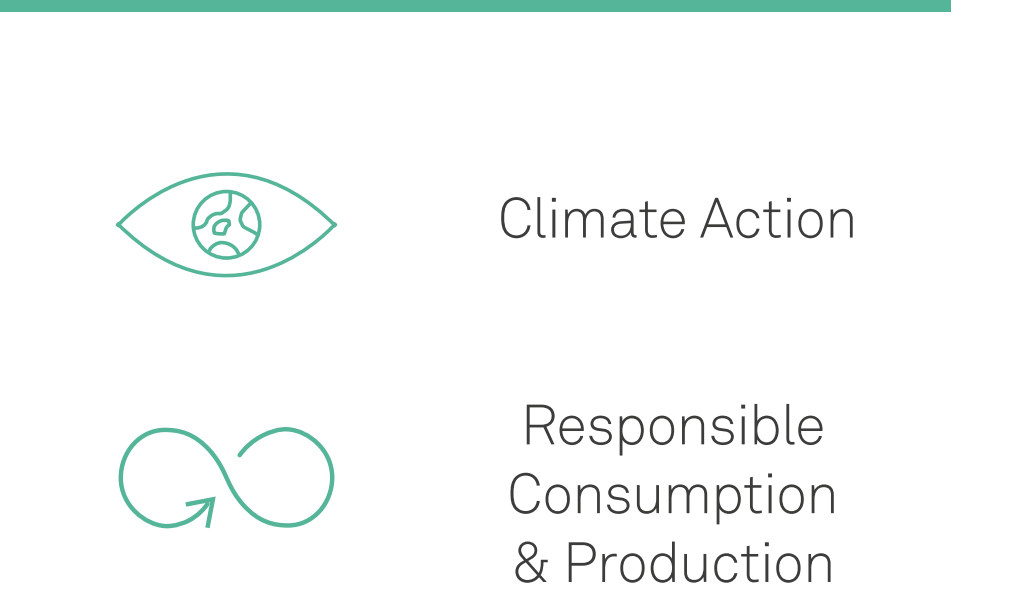
Accreditations



Nature & Land



Sustainable Development Goals



PLACE PILLAR PROGRESS

Constructing buildings that enhance and provide a sense of place within a community, is a valuable contribution to society and one we’re proud of at Gilbert-Ash.

Whether we do this through the construction of buildings where education can thrive or health can be nurtured; or construction of landmark projects that create stunning focal points in our cities; or residential projects that provide safe and desirable homes; doing it with care is at the heart of how we work at Gilbert-Ash.

Place Champions



Ciaran Begley  
Project Director



John Davis  
Project Director

Progress towards 2025 goals



Protecting Heritage & Architecture

“We thrive on projects where heritage and outstanding architecture are key features. We understand the importance of these projects and continue to prioritise these in our work portfolio, mindful of the valuable contribution we can make to creating beautiful places that celebrate culture in its many forms.”

National Portrait Gallery

This scheme saw the largest refurbishment of the National Portrait Gallery in its 127 year history. The ‘Inspiring People’ project comprised the renovation of some of the oldest parts of the gallery including the Grade I listed Blavatnik Wing which had remained unchanged since construction in 1896. The redevelopment plans included a complete redisplay and reinterpretation of the Gallery’s collection across 40no refurbished galleries, presenting a greater and more diverse selection of portraits; the creation of new retail and catering facilities; and a new Learning Centre for visitors of all ages with studios, breakout spaces and high-quality practical facilities.

Windows and rooflights which had been boarded up were reopened and treated to meet gallery climate control requirements. Original fittings and finishes such as stone mouldings, terrazzo and parquet flooring, granite, timber skirtings and panelling were sensitively restored and replicated throughout the building. In addition, 10,000 bricks were salvaged from the original building and reused during the redevelopment to transform the space whilst paying tribute to the original design by Ewan Christian.

Old Park Lane

Refurbishment and extension of an existing 9 storey commercial building to new CAT A Offices. Works included removal of the top 2.5 storeys and replacement with a new 4 storey extension to provide a total of 10 floors of office space and a new plant enclosure to the roof. Internally a new central core has been established, housing new lifts, WC and riser provision. The project was situated in the Mayfair Conservation Area next to Grade I & II listed buildings.

7-10 Old Park Lane is a townhouse building that dates back to 1903. The aim of the redevelopment project was to create luxury modern workspaces whilst retaining the buildings Edwardian features in keeping with its prominent Mayfair location. The existing envelope was formed primarily from red brick and Portland Stone which was cleaned and sensitively repaired and restored as part of the project. These materials were replicated in the buildings vertical extension. An extensive sampling and approvals process was undertaken to ensure the red brick to be used was aged suitably to match perfectly with the existing façade.

Being a Good Citizen



40.3 is the company average CCS score



223 Employee volunteers



33 Charity partners



1353 hours dedicated to community initiatives

Accreditations



Sustainable Development Goals



Sustainable Cities & Communities

We have completed 7 BREEAM jobs



14

Total projects completed in 2023

PROFIT PILLAR PROGRESS

Profit is imperative for any business, but how we generate our profits at Gilbert-Ash is of utmost importance. Ensuring our efforts are underpinned by principles of fairness, sustainability and equity.

Profit Champions



Claire McGeary  
Purchasing Manager



Lyndon Park  
Senior Contracts Surveyor

Progress towards 2025 goals



Sustainable Procurement



of all timber used across our projects comes from **FSC / PEFC Accredited Suppliers**



All steel procured is **100% recycled steel**



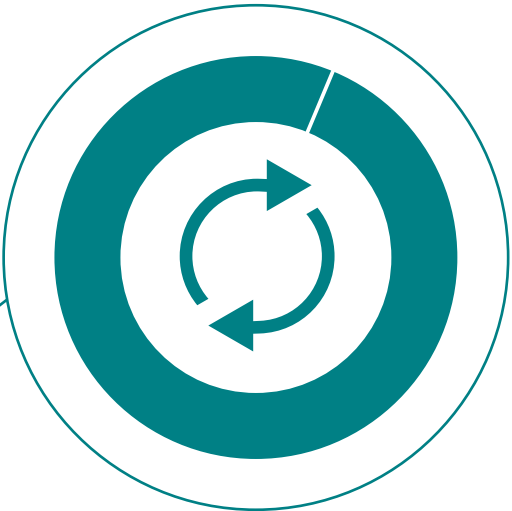
of jobs are using **GGBS – sustainable concrete**



Supply chain members are accredited with **ISO 14001**

Circular Economy

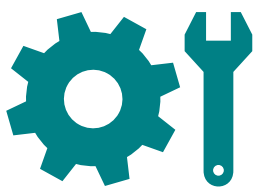
Our Recycle / Reuse rate is



Creating Meaningful Jobs



Work packages awarded to



sub-contractors in **2023**



orders awarded across



suppliers in **2023**

Sustainable Development Goals



Decent Work & Economic Growth



Company Turnover



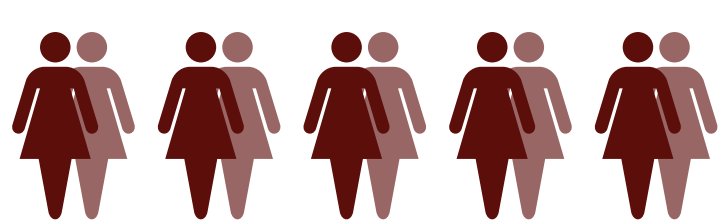
Community Investment

BEHIND THE NUMBERS

In the interests of brevity and clarity, we’ve focused this report on the outputs, facts and numbers which will tell only part of our ESG story. For those who would like to know a little more, take a look behind the numbers.

SistersIN

We are very proud of our **Platinum Partnership with SistersIN**, where **five** of our female Managers have had the opportunity to mentor **five** young female students - leaders of the future. This programme has been rolled out across **18 schools** and it is designed to build leadership capability and confidence in the students, using mentoring to empower and develop leadership skills. It also helps to add benefit to our employees (mentors) as well as directly to the communities (mentees) in the areas where we work.



**5** of our female employees are mentors to **5** female leaders with **SistersIN**



WomensTec

We continue to be a **Patron of Women’sTec** and we were delighted to help celebrate their 25th Anniversary with them in September 2023. We are also a **Champion of their #notjustforboys Programme**, creating training opportunities and employability pathways for females in non-traditional sectors. Their strategic plans in advancing gender equality, empowering women and girls and fostering inclusivity aligns with our strategy in progressing **SDG 4, 8 and 11**.

WOMEN’S **T**EC

CREDIBILITY AND RAISING THE BAR

We are committed to continuous improvement in all aspects of what we do and we were delighted in 2023 to be successful in raising our performance in Investors in People from Silver to Gold level whilst simultaneously attaining Investors in People Silver status in Wellbeing.

Whilst it’s not all about the accolades we believe external recognition is very beneficial and as we continue on our diversity and inclusion journey, we have widened our targets beyond gender to ensure our workforce is a neurodiverse and multi-generational space.

Looking more holistically at corporate responsibility and sustainability. Our achievement of **Silver level CORE certification with BITC** (standard for responsible business) and **Bronze level against EcoVadis** certification (performance against sustainable development and corporate social responsibility) demonstrates to stakeholders that our ESG commitments are independently verified, adding a level of credibility to our efforts.

Finally we are committed to **improving our practices** to combat modern slavery and human trafficking in our business and our supply chain. We have controls in place to ensure we take appropriate action whenever any concerns are raised and we complete **4 pillar SMETA Audits** with the collaboration of one of our clients.

SDG PROGRESS

We're tracking our progress against the five priority SDG's we've aligned our ESG strategy with and are on track with all 5, currently sitting at 49% towards our 2025 milestones.



Decent Work & Economic Growth



Quality Education



Climate Action

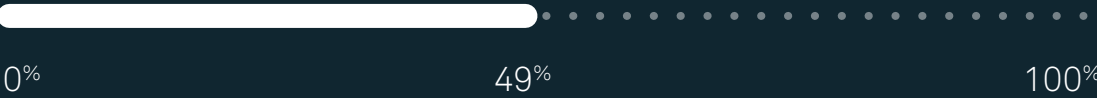


Responsible Consumption & Production



Sustainable Cities & Communities

Progress towards 2025 goals



LOOKING AHEAD – WHAT’S NEXT?



Finbarr McMeel  
Technical Director

At the end of 2023, we were around **49%** of the way towards achieving our 2025 Goals, with two years to go. Some areas are more challenging than others and we've identified three key priorities for **2024 / 2025**:



- Engage and inspire our **supply chain** to partner with us on meeting our net zero targets and wider ESG commitments.



- Raise the bar on **biodiversity**, embracing the ethos of net gain in all jurisdictions.



- Invest in the **physical and mental wellbeing** of our workforce and wider supply chain.

“

Gilbert-Ash continue to be passionate about our impact on our **people** and **planet** through **innovation, collaboration** and **determination**. ”