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1. Sustainability and Environmental Policy

Tony Gee and Partners LLP provides specialist design services to the construction industry. Our reputation and success depend as much on environmental, social and economic awareness as on our engineering capability. This policy is aligned with our Social Value Policy.

With committed support from the management of Tony Gee and employee involvement, our aims include the following.

- i. To play an active role in responding to the climate and biodiversity emergencies, both through our projects and our own operations.
- ii. To fully integrate environmental and social factors at all levels in our designs, product specifications and services by the:
 - a. delivery of conscientious design taken account of whole life impacts through integration with the natural environment and a reduction in the risk of pollution;
 - b. specification of construction materials with an emphasis on efficiency and low embodied impacts;
 - c. identification of construction techniques and products that are less harmful and disruptive to the environment, the surrounding community and workforce; and
 - d. application of resource efficiency principles through reduction of waste, water and energy consumption; and greater reuse and recycling, to align with our aim to reduce carbon impact.
- iii. To work with clients, contractors and suppliers to encourage sustainable business and adoption of environmental best practice.
- iv. To Participate in open consultation with all interested stakeholders.

We have an integrated management system incorporating our Environmental Management System to ISO14001 and our Carbon Management System to PAS2080. The principles of environmental protection, carbon management and net positive value creation are integrated into the planning and execution of our work in the office, on site and on operational infrastructure. Our EMS confirms our compliance with relevant environmental legislation and industry guidance, and our commitment to continuous improvement through periodic reviews and attainment of targets.

An appointed Environmental Manager coordinates and assures compliance and organises training of employees in their support and fulfilment of the sustainability policy. This policy is reviewed annually and serves as a constant reminder of our responsibility to take a sustainable approach to all that we do.

2. Social Value Policy

Tony Gee and Partners LLP provides specialist design services to the construction industry. Our aim with all of our Social Value engagement and activity is to reduce inequality, improve wellbeing and leave a positive legacy. Through implementation of this policy we will identify opportunities for delivering, and measuring, social value benefits for our people, places and projects. This includes consideration of the communities in which we work and deliver projects, and the supply chains that we use in the process. Within the key themes of Social Value our commitments are;

Employment and Skills

Provide our employees with the skills they need and encourage learning and development for all employees at all levels.

Use our skills to provide STEM ambassadors and work experience opportunities for young people, from all backgrounds, to promote careers in engineering.

Support all routes into the industry for our staff, with programmes for students and apprentices.

Work with our clients to offer opportunities to upskill communities local to our projects.

Communities

Work with our clients and staff to engage with the local and international communities on projects to understand their needs and find considerate solutions.

Consider the impact of our designs on diverse communities through Diversity Impact Assessments and applying the principles of safe by design.

Work with our local communities, and aligned international causes, to provide charity and volunteering support.

Support staff mental and physical wellbeing.

Local Business & Economy

Prioritise the use of local suppliers for our business operations, supporting SMEs and Social Enterprises where we can.

Work with our clients to support the use of ethical local supply chains for project procurement.

Continue to foster ethical, strong, collaborative working with our delivery partners for projects.

Environment

Using our Sustainability and Environment Policy to deliver solutions that respect the environment and respond to the Climate and Biodiversity Emergency.

Apply our Carbon Management System to deliver low carbon solutions.

Decarbonise our internal operations in line with our *Pledge to Net Zero*.

Tony Gee and Partners LLP Management hold accountability for delivering this policy. We monitor and report our own Social Value impact by using industry recognised tools. We work with our clients to measure the Social Value derived through our projects.

3. Procurement Policy

Purpose

This policy outlines our approach to sourcing goods and services responsibly, ensuring alignment with our environmental, social, and economic values. Tony Gee and Partners are committed to embedding sustainability into all aspects of our business, including procurement.

This policy applies to all procurement activities across Tony Gee and Partners for suppliers and subconsultants.

General Policy

We aim to procure in a manner that:

- Prioritises project subconsultants with demonstrable credentials (e.g. ISO 14001, ISO 9001, ISO 45001 and ISO 19650).
- Encourages our project subconsultants to engage with and contribute to our PAS 2080-based carbon reduction initiatives.
- Supports progress to our net zero targets and provides support to suppliers in calculating their contribution to our carbon footprint.
- Reduces waste through responsible sourcing and lifecycle thinking.
- Upholds human rights and fair labour practices in our supply chain.
- Excludes suppliers involved in modern slavery, corruption, or unethical practices.
- Promotes diversity, inclusion, and local economic development.
- Seeks to assess and strengthen our knowledge of the sustainability maturity levels of significant project subconsultants through the use of our sustainability questionnaire.
- Fosters long-term relationships based on transparency and mutual benefits.
- Encourages innovation and continuous improvement.
- Ensures prompt payments for all of our suppliers and 95% are paid within 30 days.

Implementation

- All procurement decisions will consider sustainability criteria alongside cost and quality.
- Procurement teams will receive training on the application of this policy.
- Suppliers will be reviewed periodically for compliance with this policy.

Monitoring and Review

This policy will be reviewed annually and updated to reflect evolving best practices and regulatory requirements. Performance will be monitored through regular feedback and internal reporting.

Signed:



Alasdair Fowler
Chief Executive Officer

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01	12/01/2026	First Issue revised format