

THOMSON GRAY

CORPORATE SOCIAL RESPONSIBILITY 2015-2017

Earning the trust of our clients and our people is at the foundation of what we do.

Liaison with local schools, colleges and universities	01
Support for local charities	02
Community involvement	03
Pro bono work	04
Professional training and development	05



THOMSON GRAY
CONSTRUCTION CONSULTANTS



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CREATING A BRIDGE FOR LOCAL YOUTH AND STUDENTS

LIAISON WITH LOCAL SCHOOLS, COLLEGES AND UNIVERSITIES

Thomson Gray is committed to giving young people the opportunities they need to reach their full potential. This year we increased engagement in mentoring and employability programmes, provided work experience opportunities and sponsorship to universities.



SPONSOR STUDENT PRIZE ON MSC QS PROGRAMME

Thomson Gray is member of the Heriot Watt University Industry Advisory Forum for Construction which meet quarterly to discuss the University programme and any improvements. As part of our commitment to the scheme, we sponsor, each year, student prizes within the undergraduate and post graduate programme.

This year The Thomson Gray Award for Excellence in Quantity Surveying was awarded to the Master of Science in Quantity Surveying student with the highest Dissertation mark. James Peers collected the award in 2016 comprising of a trophy and £150 John Lewis vouchers.

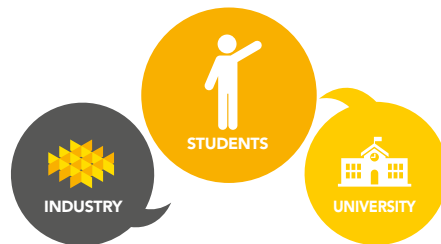


PART OF HERIOT WATT CEMENT MENTORING PROGRAMME FOR STUDENTS

Thomson Gray is active members of the CEMENT (Culture of External Mentoring) mentoring scheme. This provides students an opportunity to engage with industry so that they can reflect on their leaning at university. We currently have three mentees receiving the guidance of senior

members of staff covering Quantity Surveying and Project Management disciplines and believe that the experience they gain will be invaluable to their understanding of their respective roles and how their academic learnings relate to the work undertaken in live practice.

We are also contributing members of Heriot Watt's Construction Industry Forum, helping identify the needs of industry and shape the future direction of university teaching.



REGULAR INTAKE OF 2/3 SUMMER PLACEMENT OR PART TIME STUDENTS

In summer 2016 we took on two undergraduate students – one QS and one PM for a 12 week work experience placement. In summer 2017 we have three undergraduate students undertaking placements with us.



SCHOOL PUPILS FROM LOCAL SCHOOLS HAVE SPENT TIME WITH US

We encourage active engagement with local schools and pupils from Broughton High School and James Young High School have spent time with us learning about the role of a surveyor.



BUILDING MY SKILLS INITIATIVE

Thomson Gray is part of the award winning "Building My Skills" initiative which is a structured year-long employment skills programme targeted at S4 to S6 school students. Within our role supporting the initiative, Thomson Gray deliver sessions to classrooms preparing students for their working life. These sessions are focused on the softer skills employers look for in candidates such as CV writing, interview preparation and experience. This year 11 schools and over 1,350 students in Central Scotland are taking part.



ESTABLISHED LIAISON WITH LOCAL COLLEGES AND UNIVERSITIES IN ALL AREAS WHERE WE HAVE OFFICES

We have always partnered with local universities and colleges (in particular Napier and Heriot Watt). In recent years we have provided guest lecturers and participated in final year assessments.

OVER 1,350 Students are taking part



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KEEP SUPPORTING AND FUNDRAISING FOR COMMUNITIES

SUPPORT FOR LOCAL CHARITIES

Helping local projects allows our business to make a visible and significant difference in our local area.

STAFF FUND RAISING FOR LOCAL CHARITIES



DRESS DOWN FRIDAYS IN 2015 – RAISE £543 TO ARCHIE FOUNDATION

The Directors and Staff of Thomson Gray adopted a "dress down" policy on Fridays throughout 2015. Individuals made cash donations for wearing casual clothing in lieu of business attire on Fridays. A total of £543 for raised for the Archie Foundation.

£543

to Archie Foundation



DESIGNATED STAFF CHARITY IN 2016 IS KIDS LOVE CLOTHES RAISED £1,835 FOR THIS LOCAL CHARITY

The Thomson Gray directors grew beards for the month of January, and the rest of the gang did Dress Down Fridays, raising valuable funds for this great local charity.

RAISED OVER

£1.8k

for Kids Love Clothes



COMPANY SUPPORT FOR LOCAL CHARITIES



ANNUAL SUPPORT FUND RAISING FOR SPIFOX, ROYAL BLIND AND RADIO LOLLIPOP



Thomson Gray have been pleased to support and sponsor local fund raising events organised by Spifox, Royal Blind and Radio Lollipop including charity balls, lunches and golf events.

Thomson Gray contributed over £10,000 to Spifox, Royal Blind and Radio Lollipop in 2015 and 2016.

RAISED OVER

£10,000

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HELPING LOCALLY

COMMUNITY INVOLVEMENT

We encourage our people to have a positive impact on their community through their work, volunteer days and fundraising.



SHIRT SPONSORSHIP FOR PEEBLES LADIES' HOCKEY TEAM FOR SEASON 2015/2016 AND 2016/2017



Thomson Gray have been delighted to sponsor Peebles Ladies' Hockey since 2015.

Peebles Ladies' hockey team completed a marvellous unbeaten run during their 2015/2016 season in Division One. Their final game of the season saw them defeat CALA Edinburgh 4-0 to finish overall league winners with an impressive 15 game win and 3 draw stat.

In November 2016 the Ladies were awarded Tweeddale Hockey Team of the Year. A well-deserved award thanks to their remarkable unbeaten run in their first year in Division One last season.

We wish the Ladies continued success in the coming months for the remainder of their 2016/2017 campaign in the East Ladies Premier League.



TEAM NOBLE – THE ATLANTIC ROW 2017



Thomson Gray is proud sponsors of Team Noble on their Talisker Whisky Atlantic Challenge. The challenge is undertaking a 3,000 mile endurance race across the Atlantic Ocean. Team Noble will be rowing their boat in a team of four, 2 hours on 2 hours off. During their challenge they will be tackling 40 feet waves, sleep deprivation and shark attacks. The Talisker Whisky Atlantic Challenge will commence December 2017.

young dependents. The Fire Fighters Charity have three rehabilitation centres which are there to help firefighters get back on their feet after injury, illness and trauma.

Thomson Gray wish Team Noble the best of luck on their challenge.

Team Noble are rowing to raise funds for their chosen charity, The Fire Fighters Charity. This charity provides assistance to serving and retired firefighters and other personnel, as well as their widow/ers and

UNDERTAKING

3,000

miles across the Atlantic Ocean





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COLLABORATING WITH ARCHITECTS AND COMMUNITIES

PRO BONO WORK

We like to give something back, and our senior staff regularly offer their professional services on a voluntary basis free of charge.



WORKING WITH ARCHITECTS PURCELL AND WSP IN SUPPORT OF FEASIBILITY STUDY FOR SEAMAB SCHOOL AT KINROSS

Thomson Gray is currently working in conjunction with Architects Purcell and WSP (Services and Structural Engineers) in support of the feasibility study for the construction of a new school for Seamab. Seamab is a Scottish registered children's charity based in Rumbling Bridge, Kinross-shire. They care for and educate vulnerable children aged between five and thirteen who have complex needs, and provide a unique service in Scotland through specialist work with children.

Their approach is based on an understanding of child development, attachment, and the impact of trauma and loss on children. They are committed to child-centred practice and allowing children to make decisions that influence the world around them. Their vision is to enable our children to have a childhood in which they feel safe, accepted and happy.



CONSTRUCTING SEAMAB SCHOOL IN

2017

with Architects Purcell and WSP

They do this by creating an environment in which all their children can heal, grow and learn.

Each individual child who comes to Seamab has left a horrific and tragic family life, with the majority of them being exposed to a range of distressing and disturbing experiences at a very young age. They may have had exposure to chaotic, entrenched parental alcohol and substance use, domestic violence, parental neglect, inappropriate and unsafe relationships and poor general health and fitness. These children can't live with their own families, and some have been placed in foster care but can't remain there due to their complex problems and needs.

A high percentage of these children have been failed in many aspects of their lives, and haven't been able to make friendships with others, succeed in school or have a solid caring family life. Often, they believe the things that have happened to them are their own fault, and find it hard to believe in themselves, due to low confidence and self-esteem.

Thomson Gray is happy to be working on this exciting project in 2017, and look forward to assisting in the construction of the new school.



ASSISTED PORTOBELLO BAPTIST CHURCH ON PRO BONO BASIS TO OBTAIN GRANT FUNDING FOR REPAIRS TO ROOF AND STONE

Portobello Baptist Church occupy a listed building on the High Street at Portobello which was in need of repair. Our team has been working with the church on a pro bono basis since 2012. We prepared reports on the external fabric including the roof, stonework and windows. We helped the church secure grant funding from the Listed Places of Worship Roof Repair Fund in 2015 and the works to the fabric were completed in 2016.





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THOMSON GRAY AIMS TO ACHIEVE THE HIGHEST LEVEL OF PROFESSIONAL EXCELLENCE

PROFESSIONAL TRAINING AND DEVELOPMENT

Thomson Gray is committed to investing in building experts and in 2016 initiated our TG apprenticeship programme.



COMMITMENT TO GETTING ALL STAFF CHARTERED...

Stuart Gray, Managing Director has been an RICS Assessor / Chairman for Assessment of Professional Competence (APC) for over 15 years. He acts as counsellor for all our candidates and is committed to ensuring they receive the best possible training for their APC.

Thomson Gray has a 100% first time pass rate for our APC candidates since 2013.



JUNE 2016 OUR FIRST PROFESSIONAL APPRENTICE STARTED WITH US

Nick McConnell is 19 years old and attended Craigmount High School. He is currently undertaking an HNC in Built Environment at West Lothian College, Livingston on a part time day release basis and started in August 2016.



COMMITMENT TO ALLOCATE A MINIMUM OF 5% OF ANNUAL PROFIT

The Directors of Thomson Gray have made an ongoing commitment to allocate a minimum of 5% of annual net profits to fund staff training and development on a year on year basis.

We are committed to developing our people and are currently funding our staff through a wide variety of courses ranging from Masters Degrees, recognised industry qualifications in BIM, Health & Safety, Dispute Resolution and NEC 3 management.

In 2016 we committed the equivalent of £965 per staff member to training.



annual net profits to fund staff training and development

