FGP
CHARTERED SURVEYORS

Chartered Surveyors Specialising in Renewable Energy, Utilities and Infrastructure.



# CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY POLICY AND REPORT 2025

Version 5.0

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*FGP behave, think and work differently, with a deliberately strong and responsible connection to the environment.*

**At FGP, we strive to find innovative new ways to conduct our business while protecting and enhancing the environment.**

**For over 20 years, FGP has delivered specialist services to the utility and infrastructure sectors, including consenting, land referencing, project management and agricultural liaison. During this time, FGP has supported projects across the UK and Ireland in, electricity, gas (including exploration, extraction and storage), solar and battery storage, telecommunications, water, wind energy, and waterways.**

**FGP has become a market leader for support services to the infrastructure industries achieved working exclusively for infrastructure developers. FGP aims to apply its principles and values to ensure that all clients, communities, stakeholders and the wider environment, are better off as a result of FGP's actions.**

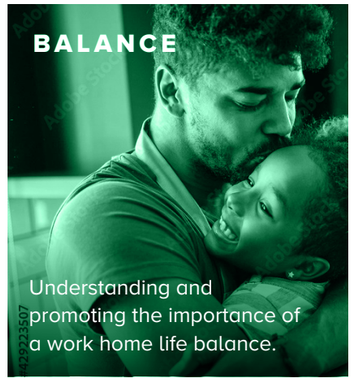
**FGP understands that outside its professional capacity it must be a good corporate citizen. This includes having clear Environmental, Social, and Governance (ESG) criteria with a robust Sustainability Policy. In order to meet ESG criteria, FGP has laid out Corporate Sustainability Targets falling under 5 areas. Our environment, our clients, our employees, business ethics and community engagement.**

**This report publishes FGP's corporate responsibility targets, which hold FGP accountable for its impacts in the 5 areas.**

# FGP AT A GLANCE

## OUR VISION

Being prepared to behave, think and work differently, to be the Chartered Surveyors of choice in energy and infrastructure projects.  This by providing confidence to clients that voluntary agreements are achievable 100% of the time and protection of land and soils during development is sustainable



**BALANCE**

Understanding and promoting the importance of a work home life balance.

**INCLUSION**

Respecting and valuing a diverse pool of people at work and in the wider community.

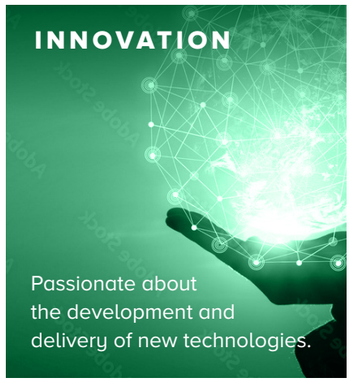


**NURTURANCE**

Protecting and looking after the people and environment around us, with ambition for net zero carbon by 2030

**KNOWLEDGE**

Using quality training and accreditation to improve and empower positions in the workplace.



**INNOVATION**

Passionate about the development and delivery of new technologies.

**DEDICATION**

Maintaining motivation and collaborating to deliver consistently good work.







# OUR KEY CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY TARGETS 2026

1. Ensure that the office electricity supply is based on 100% Green Tariffs – ENVIRONMENT
2. Implement a waste reduction policy recycling, reusing and moving further towards paperless working – ENVIRONMENT
3. To achieve net zero carbon by 2030 by reduction in carbon emissions rather than use of carbon offsets – ENVIRONMENT
4. To run at least 80% of vehicles as Hybrids or Full Electric – ENVIRONMENT
5. Increase recycling rates from 70% to 90% - ENVIRONMENT
6. Provide Consultancy Advice for over 20GW of energy before the end of 2025 – CLIENTS
7. Support Clients with UK National Infrastructure Delivery Projects and Development Consent Order status for renewable energy, to contribute to reduced Carbon Dioxide emissions and move towards the 2050 Net Zero Target – CLIENTS
8. Employ 90% of people living locally, within a 30 minute drive of the FGP office to help reduce the company's Carbon footprint – EMPLOYEES
9. Install electric car charging points in the company car park to encourage employee adoption of electric vehicles – ENVIRONMENT
10. Promote greater access to a Rural Chartered Surveyor career, by widening access to the profession through apprenticeships and school schemes – EMPLOYEES
11. Encourage 100% of employees to participate in Local Community Projects – COMMUNITY ENGAGEMENT
12. Complete Supplier Assessments on 100% of Suppliers yearly and ensure that at least 90% are local and aligned with FGP Values - BUSINESS ETHICS & SUPPLIER STANDARDS




# OUR ENVIRONMENT

*FGP is committed to its goal of reaching net zero by 2030, through reducing carbon emissions rather than carbon offsets. This includes following the requirements of ISO14001 accreditation and making responsible decisions. Effective management and planning accompany these aims.*

**Many of FGP's activities have a direct or indirect impact on the natural environment and it is FGP's duty to minimise that impact and encourage others to do the same.**

A yearly sustainability calculator is produced to inform staff members of FGP's current carbon emissions and provide advice to management on what sectors of the business need the most attention from a sustainability point of view.

Various methods already adopted by FGP include minimising car journeys, using public transport for long distances, reducing resource use, recycle, and upgrade to more energy efficient systems.



# NURTURANCE

We have added several new hybrid vehicles to our current company car fleet and where possible FGP uses train travel. FGP also encourages employees to walk, cycle or use public transport as well as making use of car share when travelling to the offices or site. Employees are asked to consider using greener fuel options in their personal vehicles.

A variable refrigerant flow, energy efficient air conditioning system was added to the central office in 2015. FGP has invested in timer systems to use the office heating system more efficiently and reduce consumption by over 15%. FGP can do more with its' electricity supply and is moving to 100% green tariffs.

FGP has reduced the number of sheets of paper printed in the current calendar year by over 10% and replaced its main printer/ photocopiers for further energy related savings. FGP aims to improve its recycling rate from 70% to over 90%. FGP only uses recycled paper. FGP aims to avoid the use of plastics.

Working in the energy sector our clients are committed to reducing carbon footprints from power generation, whether it is from renewables, low carbon sources or moving from coal to gas powered generation.

FGP encourages and intends to develop further, a soil upwards approach to environmental protection. The construction side of the industry needs to ensure protection of soils within the environment. The aim is to minimise affects on soils from construction and develop improved methods for soil handling and recovery.

Biodiversity initiatives and net gain across the land agency portfolio has included re-housing of great crested newts, erection of barn owl boxes, replacing one tree with two, installing hibernacula areas to replace the developed footprint, alongside the protection and reinstatement of land.

FGP are able to provide "best practice" advice on evolving Biodiversity Net Gain principles which have become an integral part of successful projects.

FGP looks to contribute to and influence national, local and public policy debates by attending industry events, including the Royal Institution of Chartered Surveyors (RICS), the Central Association of Agricultural Valuers (CAAV), the Westminster Energy, Environment and Transport Forum, Scottish Renewables, Renewables UK, Future Energy Wales and Solar Energy UK.



# OUR CLIENTS

*Working in the energy and utilities sector, FGP Surveyors understand the importance of delivering national infrastructure projects on time as the uk moves towards net zero emissions in 2050.*

**FGP values the importance of delivering all projects on time, in full and within budget, particularly in the current political climate where energy is critical.**

FGP strives to ensure that large scale projects going through the Planning Inspectorate require.

As few Compulsory Purchase Orders (CPOs) as possible. CPOs cause sometimes long and unnecessary delays to projects, which can be environmentally, financially and socially costly. FGP is proud to have a market leading average of 90% of landowners completing landowner consents by agreement on utility projects.

Providing expert advice and collaborating closely with clients, FGP ensure that infrastructure projects are delivered on time while protecting the environment and reducing carbon emissions.






# INNOVATION



*FGP Surveyors is adept at being able to provide bespoke solutions to problems caused by climate and weather issues using a broad range of specialist services.*

**FGP is always looking to further its solutions based approach. Over the last 12 months FGP has provided local topsoil importation solutions to reinstatement issues on a National Infrastructure Delivery Project.**
**This minimised carbon footprint, preserving the biodiversity and optimal agricultural output of land along a cable route for generations to come.**

FGP are developing new technologies to reduce manual requirements on a diverse range of projects including solar, tidal and wind.

FGP looks at all times to be a market leader in Renewable Energy and Sustainability and are able to advise on reinstatement and protection of all land affected.

The FGP Monthly Newsletter, Intouch, covers a diverse range of topics providing clients with up to date information on economic, political, social and issues that relate to infrastructure and the rural scene.




# OUR EMPLOYEES

*FGP has a strong people strategy, aimed at delivering the highest possible client  service from a highly focused and motivated workforce. FGP believes in having a local workforce, with at least 90% of employees living within a 30 minute commute to work. F has several important employee values in ensuring the company can "plan its success"*

FGP engage in a positive culture, committed to extensive employee training and accreditation for all disciplines. This whether surveying and training in the Assessment of Professional Competence or for high performing administrators. Regular appraisals and engagement with management ensures that employees continue to be the best in their field.

FGP are fully dedicated to being leaders, with unique ideas to problem solving, with close attention to winning the voluntary cooperation of landowners.

We promote individualism, diversity and inclusion, while providing a supportive workplace in which all employees can make a difference on projects of national importance. We are committed to ensuring that those with disabilities are provided with the necessary tools to have equal opportunities within FGP.

We continue to update and reinforce our policies, processes and practices to ensure equal opportunities.

Employee engagement in all aspects of FGP is the key to the success of FGP.

The wellbeing of our employees is of paramount importance to FGP. FGP strive to ensure that all employees have a good work life and fitness balance. We continue to develop programmes to assist our employees shape a better life for themselves.



# BALANCE AND INCLUSION

*Women form an increasing proportion of FGP's workforce reaching 33% in 2025.*

FGP sponsors six apprentices per year through the five-year Rural Land Management and Geospatial Mapping and Science Specialist Degree Apprenticeship, including the GIS degree pathway and the RICS professional qualification process. This programme reflects the Rural and Geomatics Chartered Surveyor qualification for High-School leavers and supports an expanding career route within the profession.

FGP also proactively encourages undergraduates to consider a career in energy and utilities, offering 6 week work placements during the University Vacation periods.

Employee wellness and mental health is given a high level of importance, with focus on physical health. FGP deliver meaningful lifestyle and wellbeing opportunities including healthy lunches, home cooking facilities, gym facilities, full health care and annual health assessments.



*FGP promotes Cancer Research UK by 100% engagement together in 10,000 steps a day*

# BUSINESS ETHICS AND SUPPLIERS STANDARDS



*FGP has a business orientated, entrepreneurial culture, underpinned by its values and Operational standards. There is strong governance and FGP is regulated by the Royal Institution of Chartered Surveyors (RICS).*

FGP's employees are expected to adhere to the standards of behaviour set out in FGP's Code of Conduct. This applies in all situations, whether working with colleagues, clients, suppliers, contractors or government agencies.

FGP actively encourages all of its employees to gain new qualifications and gain experience in competencies in areas relevant to their field of operations and responsibilities. This is done to promote client confidence and demonstrates that FGP are competent, professional and trustworthy.

When engaging with new and existing suppliers, FGP sets out certain requirements to reduce the carbon footprint of the company and commits to maintaining clear communications with their suppliers. FGP highly values local suppliers who often provide a faster and more personal service than provided by national operators. All of FGP's suppliers are required to supply their own policy for approval, or agree to comply with FGP's own standards in all of the following: Anti-Slavery, Anti-Bribery, Corruption, Money Laundering, Health and Safety, Quality Assurance, Whistleblowing, Conflicts of Interest, and Data Protection.

*FGP will always pay its suppliers in full and on time.*

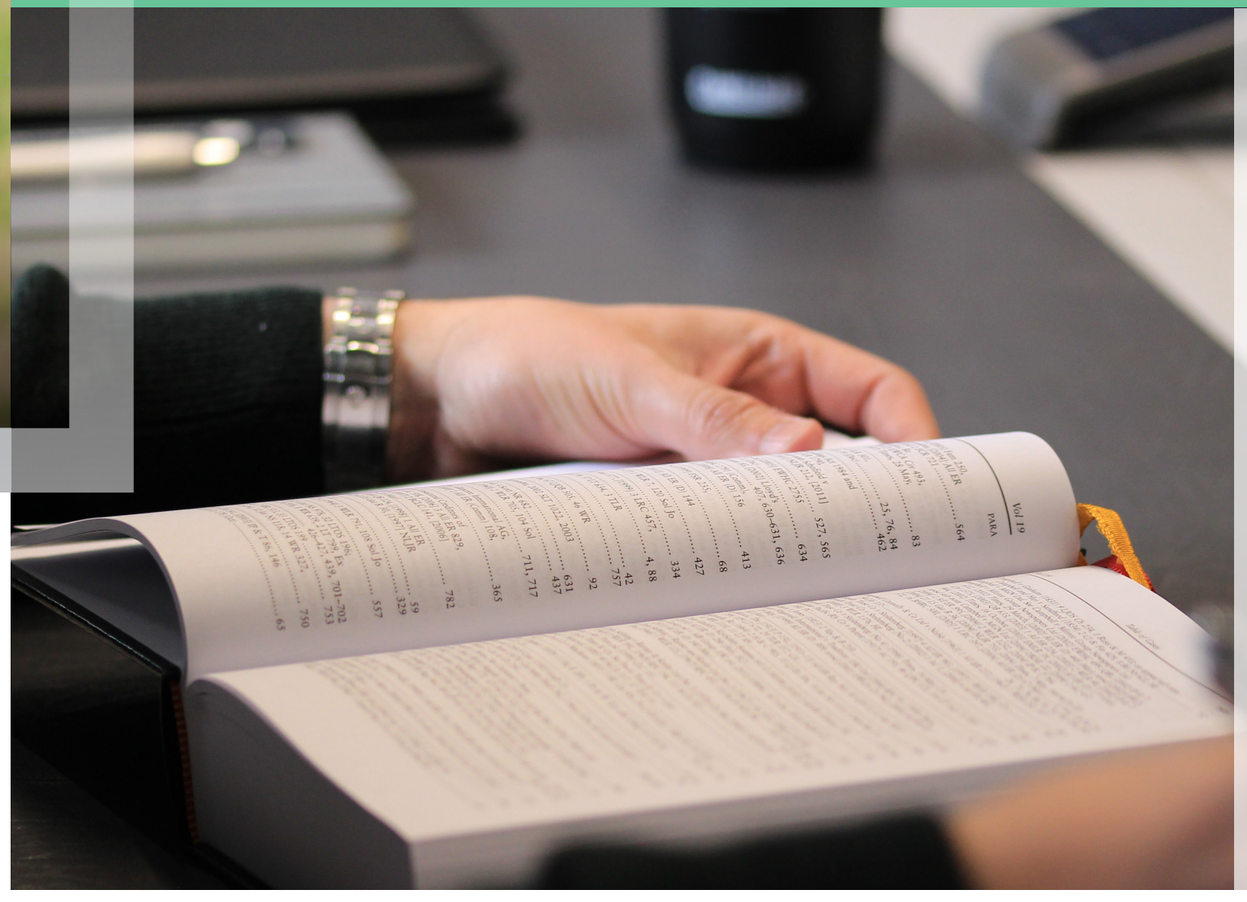
# KNOWLEDGE

**All employees are provided formal and informal business ethics training as part of their induction, with regular updates and testing.**

Our Code of Conduct clearly sets out how employees should behave professionally, legally, responsibly and with integrity among other employees, stakeholders and clients.

As part of FGPs' commitment and adherence to the Bribery Act 2010 and Criminal Finances Act 2017, FGP has zero tolerance towards bribery and other forms of corruption.

FGP hold a suite of compliance policies that are mandatory for all employees including the Modern Slavery and Human Trafficking policy.



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# COMMUNITY ENGAGEMENT

*FGP is committed to being socially responsible and ensuring that its suppliers, employees and clients share the same vision.*

To further our aim of being a good corporate citizen, we have reached out to help people and organisations in need. Examples of this are our fortnightly donations to the Trussel Trust Foodbank which is distributed locally in Cheshire;  £50 is donated to Walk over Cancer per month for every employee who achieves at least 10,000 steps every day of the month and this Christmas we will be donating toys and gifts to children around Chester courtesy of Kidsbank.

We are proponents of employing local people and using the services of local suppliers. This allows us to support the local community and at the same time improve, sustainability.

Employees are encouraged to take part in community projects and have the option to take time off to support charities and local community groups. Examples of community engagement currently being carried out include: mapping and surveying for local authorities and international groups; volunteering at local youth groups and local schools.

FGP staff are always encouraged to use their skill sets to provide the most complete assistance wherever there is a need.







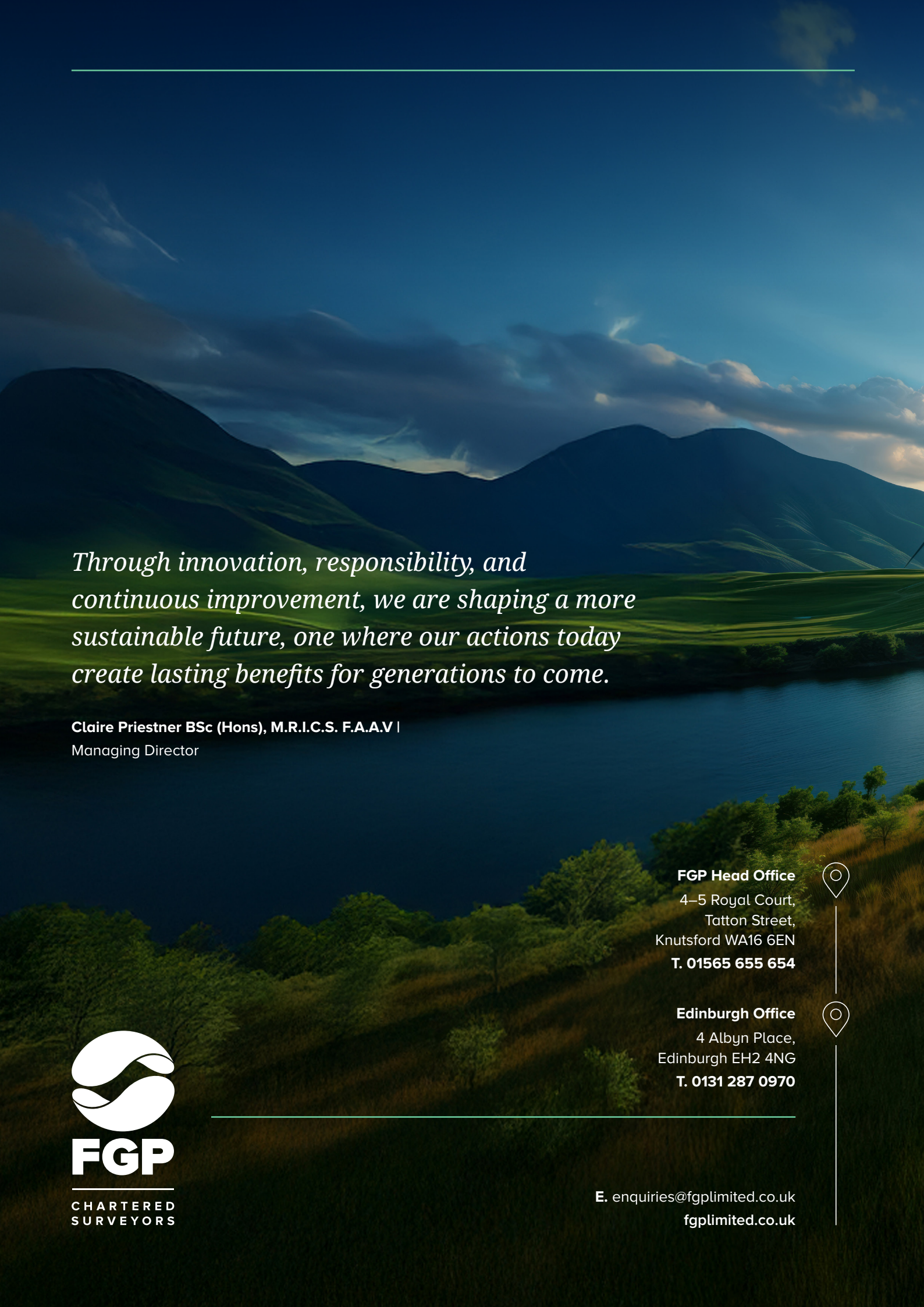

# DEDICATION AND NURTURANCE

*100% of employees have joined the cancer uk 10,000 steps per day initiative, with company donation incentives to complete monthly targets.*

Surveying services have been provided to local parish councils and community organisations. Employees have also contributed to the National Blood Bank.

**FGP supports both local and national charities through regular donations.** Beneficiaries have included RICS Lionheart, Prostate Cancer UK, Guide Dogs for the Blind, Making a Difference, Christie Hospital Manchester, Emerge 3Rs, Ronald McDonald House, Ruby's Fund, YoungMinds, and Parkinson's UK.

FGP has also supported Missing Maps, an open and collaborative initiative that creates detailed maps to assist humanitarian organisations in responding effectively to the needs of vulnerable communities.



*Through innovation, responsibility, and continuous improvement, we are shaping a more sustainable future, one where our actions today create lasting benefits for generations to come.*

**Claire Priestner BSc (Hons), M.R.I.C.S. F.A.A.V** |
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