

### The Policy

There is a lead team on Environment and Social Governance, headed up by Chief Knowledge & ESG Officer, Mat Lown.

Within the social responsibility aspects of this, Tuffin Ferraby Taylor (TFT) Ltd are enthusiastic participants in community related fundraising and are active members of each regional community where an office is based.

TFT takes corporate social responsibility seriously, and each of our eleven offices support two local charities each year, in addition to our commitment LandAid.

We support charities that enable the disadvantaged young to achieve their potential, to help fund the schemes to enable the young homeless to get off the streets and are keenly active with regard to LandAid, the property charity to support the homeless people across the UK. They do this by raising funds to feed into existing established homeless projects.

A paid volunteering day is provided to each person at TFT to undertake work for a charity in their local area.

<http://www.tftconsultants.com/esg/>

When vacancies arise in our offices, TFT will advertise widely on social media and numerous internet sites, ensuring accessibility of any opportunity and underpinning our diversity ethos. We provide flexible working conditions and mobile technology packages to enable the widest group of applicants to live whole lives, which need to incorporate work and personal circumstances.

Connections are made with RICS universities and colleges. When recruiting an individual at Trainee/Graduate level, an advert will be placed on university and college job boards as well as promoting these opportunities at graduate fairs. Sponsorship opportunities are available for people with funding challenges, so that money is not an obstacle for motivated people to progress.

TFT strives to provide valuable work experience placements in each office for local schools, to encourage students to experience careers at TFT. Where numerous applications are received for work experience, priority is given to those in the local area. We support unemployed graduates by providing advice on our company website as well as one to one career counselling from TFT Human Resources Department.

We have a range of qualified staff who mentor students at universities across the disciplines of building surveying, PM and sustainability.

TFT extends its social responsibility to training and development. TFT employees attend local schools, colleges and universities on specialist days such as career days and will present/talk to the pupils.

November 2023

Christine Keates Lewis – Senior Director

For and on behalf of Tuffin Ferraby Taylor (TFT) Ltd