

## VALUES PROPOSITION

RGP's core values are essential principles that guide the company's operations, interactions, and strategic decisions. These values include **Professionalism**, **Knowledge**, **Respect**, **Transparency** and **Sustainability**.

These core values collectively define RGP's commitment to ethical practices, innovation, and excellence in the construction industry.

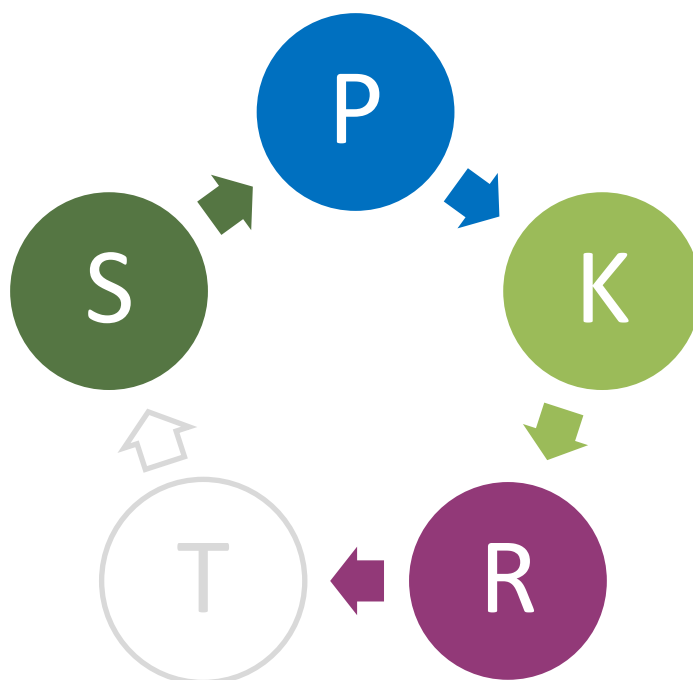
**Professionalism** at RGP is characterised by accountability, integrity, respect, and knowledge. It involves maintaining a professional image through reliable and honest work practices, fostering a culture of trust and respect within the workplace.

**Knowledge** is highly valued at RGP, emphasising informed decision-making and continuous learning. The company supports staff development through courses, mentorship programs, and access to comprehensive knowledge bases, ensuring employees remain at the forefront of industry insights.

**Respect** is foundational to RGP's approach to client relationships and workplace dynamics. The company promotes an inclusive environment that values diversity and equal opportunities, balancing exceptional client service with employee well-being.

**Transparency** is crucial for fostering trust between RGP and its stakeholders. This value promotes openness in corporate operations and communications, enhancing relationships with clients, employees and the wider community.

**Sustainability** is integrated into RGP's projects through the Three Pillars of Sustainability: environmental, economic, and social. The company incorporates sustainable practices from project inception to minimise environmental impact while promoting economic efficiency and social well-being.



## PROFESSIONALISM

Professionalism is a core value that encompasses a range of principles and behaviours essential for success in any professional setting. It is characterised by a commitment to accountability, integrity, respect, and knowledge, among other key attributes.

Expressing a professional image involves working reliably, consistently, and honestly. This includes dressing appropriately, acting with decorum, and delivering quality work outcomes that meet agreed standards and timelines [1]. These elements collectively contribute to a professional identity that not only enhances personal growth but also builds trust and respect within the workplace [3].

At RGP we actively work to create a professional environment through honest transparent communication. Staff members treat one another with respect and courtesy; collaborating to achieve common goals and support one another.

### Key Points

- Accountability - individuals take responsibility for their actions and be transparent with colleagues and managers. Owning decisions and their outcomes, learning from mistakes, and fostering a culture of trust [2].
- Integrity - being truthful and maintaining ethical standards in business interactions. It means prioritising ethical conduct over personal gain and ensuring that one's actions align with moral principles even when unobserved [2][3].
- Respect - treating clients, managers, and team members with courtesy and dignity. It goes beyond politeness to acknowledge the unique contributions of each individual, fostering a collaborative and inclusive work environment [2].
- Knowledge - possessing the necessary skills and expertise required for our profession [2].
- Ethical - acting according to established ethical standards and values and adhering to professional codes of conduct that guide decision-making and behaviour [3].
- Responsibility - meeting commitments and deadlines reliably.
- Time Management - efficiently organising tasks to maximise productivity.
- Team Working - collaborating effectively with others to achieve common goals.
- Helpfulness - being supportive and willing to assist colleagues.
- Honesty - being straightforward and truthful in communications.
- Communication and Presentation - clearly conveying information in a professional manner.
- Confidentiality - protecting sensitive information as per legal and ethical guidelines [1][3].

### Citations

[1] <https://www.bradford.ac.uk/careers/develop-skills/professional-values/>

[2] <https://www.achievers.com/blog/company-core-value-examples/>

[3] <https://www.have.hku.hk/professional-values-and-ethics>

## KNOWLEDGE

At RGP we acknowledge the importance of knowledge as a core company value and the importance of informed decision-making and continuous learning. It is rooted in experience, observation, and measurement, incorporating case studies, market research, and future-facing predictions to guide our strategies.

We actively encourage staff development through paid courses, mentorship programs, and opportunities for specialisation, fostering a culture of expertise and innovation.

Our commitment extends to providing access to comprehensive knowledge bases through subscription services such as Construction Information Service and NBS Create and through supporting continued professional development, ensuring that our team remains at the forefront of industry insights and best practices.

By valuing knowledge, we empower our employees to deliver superior solutions and drive the company's growth through informed, data-driven approaches.

### Key Points

- A Posteriori – Knowledge based on experience, observation and measurement.
  - Business Estimates
  - Case studies
  - Market research
  - Historical and future facing predictions and estimates
  - Observations studies
  - Personal experiences
  - Social trends
- Staff degree / qualifications
- Continued Professional Development
- Encouragement for specialisation champions
- Subscription to Knowledge base portals such as Construction Information Service and NBS Create.
- Encouragement for staff to expand their own knowledge through paid courses and through mentorship.
- Lessons learned from experience; project recap sessions, project presentations, Q&A sessions, etc.

## RESPECT

Respect is a core value that underpins our approach to both client relationships and internal workplace dynamics. This principle emphasises the importance of fostering positive interactions with clients and colleagues alike, while promoting an inclusive environment that values diversity and equal opportunities.

We have a commitment to balancing exceptional client service with the well-being of our employees. We recognise that delivering high-quality work should not come at the expense of our team's physical and mental health. To this end, we strive to create attainable work targets and engage in proactive planning and resourcing to meet deadlines safely and effectively, without resorting to excessive work hours or constant availability.

At RGP we promote gender equality and non-discrimination throughout our organisation. We actively work towards creating an environment where diverse views and cultures are not only accepted but celebrated, contributing to a richer, more innovative workplace.

By prioritising respect in all our interactions and processes, we aim to build a workplace culture that nurtures positive relationships, supports employee well-being, and delivers outstanding results for our clients in a sustainable and ethical manner.

### Key Points

- Build positive relationships; both client and colleague.
- We are an equal opportunities employer that respects staff members views and culture.
- Deliver services to clients that will not place undue pressure on workers leading to excessive hours and/or round-the-clock availability with resulting risks to physical and mental health.
- Schedule pressure and deadlines can erode safety and promote risk-taking. Programme and plan work to achieve deadlines in a safe and effective manner.
- Attainable targets, proactive planning and extensive communication with workers
- Promote and achieve gender equality and non-discrimination.

## TRANSPARENCY

Transparency in business is a crucial principle that promotes openness and honesty in corporate operations and communications. At its core, it fosters trust between companies and their stakeholders, encouraging effective dialogue and creating an environment of mutual understanding. This fundamental value is essential for building and maintaining strong relationships with clients, employees and the wider community.

RGP can build stronger relationships, foster trust with clients and employees, and create a more honest, open and accountable company, by embracing transparency across the following contexts:

### **Business Transparency**

In the business world, transparency manifests in several ways. It can involve clearly communicating fees at the outset of a professional relationship or sharing information about product development plans, financial results, and company achievements. This openness helps build trust with clients, partners, and employees.

### **Social Value Initiatives**

Transparency plays a crucial role in the effectiveness and legitimacy of social value initiatives. It involves open communication about the goals, strategies, and outcomes of these programs, ensuring that all stakeholders are informed and engaged.

### **Brand Transparency**

For consumers, brand transparency has become increasingly important. Companies that are perceived as taking positive action and being open about their practices are more likely to gain consumer trust and loyalty. This transparency can involve sharing information about sourcing, manufacturing processes, and corporate social responsibility initiatives.

### **Key Points**

- Involves being open and honest in personal and professional relationships
- Builds trust and encourages communication
- Combines values like honesty, respect, and responsibility
- Applies to various contexts, including business, social value initiatives, and brand management
- Guiding principle for RGP's operations and interactions with both employees and clients.

## SUSTAINABILITY

Sustainability has become a core value within the construction industry, driven by environmental concerns, regulatory pressures, and economic benefits. This shift towards sustainable practices is reshaping how buildings are designed, constructed, and operated, with far-reaching implications for the industry and society at large.

At RGP we believe in the Three Pillars of Sustainability in construction, environmental, economic and social sustainability and incorporate, where feasible, in all projects. We are well versed in validation schemes such as BREEAM and have achieved the highest rating of Outstanding on numerous projects. The fundamentals of sustainable design are integrated from project outset, irrespective of project and scale and whether a validation scheme rating is required.

### The Three Pillars of Sustainability in Construction

- **Environmental Sustainability** - this involves minimising the environmental impact of construction projects by reducing greenhouse gas emissions, conserving resources, and protecting ecosystems [1][3].
- **Economic Sustainability** - sustainable construction practices often lead to long-term cost savings through improved energy efficiency, reduced waste, and lower operational costs [1][4].
- **Social Sustainability** - this aspect focuses on improving the well-being of building occupants, creating job opportunities, and enhancing community engagement [1][4].

### Sustainable Materials and Practices

- Using recycled and renewable materials to reduce resource depletion [2][5]
- Implementing green construction methods and technologies [3]
- Adopting circular economy principles to minimise waste and maximise resource efficiency [7]

### Energy Efficiency and Renewable Energy

- Designing buildings to be energy-efficient and "net-zero ready" [5]
- Incorporating renewable energy sources such as solar, wind, and geothermal systems [2][5]

### Waste Reduction and Management

- Limiting material use and implementing effective waste management strategies [5]
- Prioritising retrofitting over new construction to reduce waste [5]

### Smart Technologies

- Utilising Building Information Modelling (BIM) for more efficient planning and resource management [8]
- Integrating Internet of Things (IoT) technologies for optimised building performance [7]

## Benefits of Sustainable Construction

- Environmental Protection - Reduced carbon emissions, resource conservation, and ecosystem preservation [6]
- Economic Advantages - Lower operational costs, increased property values, and new job opportunities [6][8]
- Improved Occupant Health - Enhanced indoor air quality and overall well-being [4][8]
- Regulatory Compliance - Meeting increasingly stringent environmental regulations [4]
- Enhanced Reputation - Demonstrating corporate social responsibility and attracting environmentally conscious clients [4]

## Challenges and Future Outlook

Despite the clear benefits, the construction industry faces challenges in fully embracing sustainability, including:

- Perception of higher upfront costs [8]
- Skill gaps and training needs [8]
- Evolving regulations and compliance requirements [8]

However, the future of sustainable construction looks promising, with ongoing advancements in technology, increasing regulatory support, and growing market demand. The industry is moving towards net-zero buildings, climate-resilient infrastructure, and more innovative sustainable solutions [7].

In conclusion, sustainability has become an integral part of the construction industry's values and practices. As the sector continues to evolve, embracing sustainable principles will be crucial for meeting environmental goals, satisfying consumer demands, and ensuring long-term economic viability.

### Citations:

- [1] <https://www.whitesales.co.uk/the-three-pillars-of-sustainability-in-construction>
- [2] <https://compliancechain.com/sustainability-in-construction-why-it-matters/>
- [3] <https://www.planradar.com/ae-en/sustainable-construction-benefits-and-techniques/>
- [4] <https://broadsword-group.co.uk/the-growing-importance-of-sustainability-in-the-construction-industry/>
- [5] <https://www.goconstruct.org/why-choose-construction/whats-happening-in-construction/sustainability-in-construction-1/>
- [6] <https://www.constructioninsure.co.uk/sustainability-in-the-construction-industry/>
- [7] <https://ddcsolutions.co.uk/sustainability-in-construction-uk/>
- [8] <https://www.forbes.com/sites/louismosca/2024/05/03/the-future-of-construction-why-sustainability-is-a-hot-topic/>

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Signed



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