



SECTOR CAPABILITY

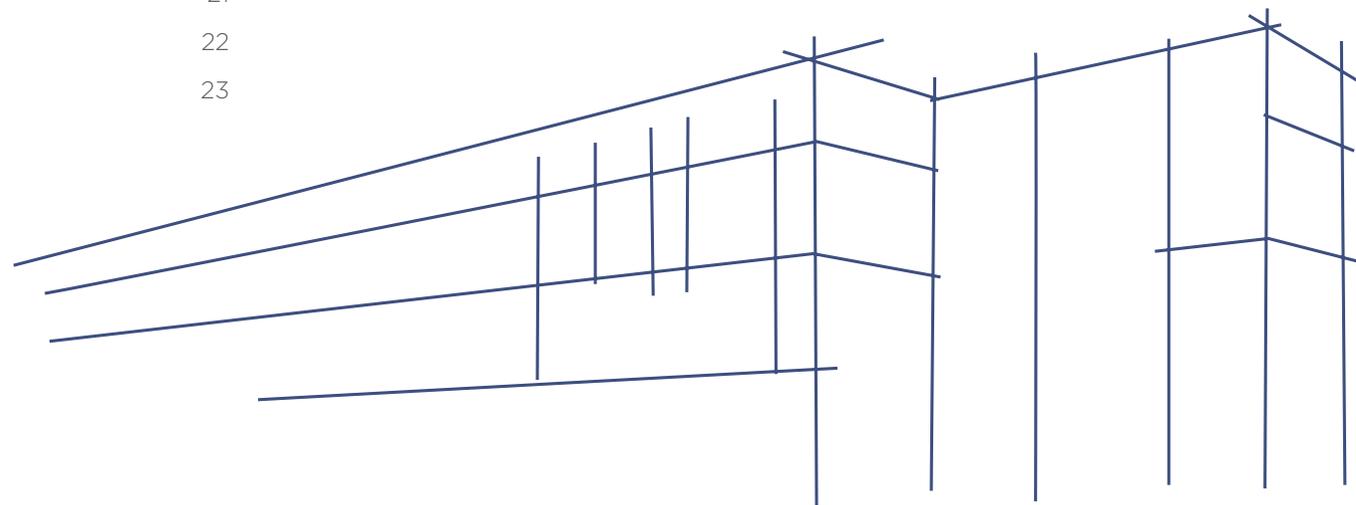
COMMERCIAL

RLB

Rider
Levett
Bucknall

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RLB IN THE COMMERCIAL SECTOR

Delivering next-generation offices that promote sustainability and support wellbeing

There is no doubt that office occupancy is on the way to recovery. Even with agile working, flexible office space is essential to support a successful and productive workforce.

We support our clients to align new and existing office space, including procurement, delivery and occupation.

Developers, landlords and occupiers look to remain agile, reduce capital, life cycle, and carbon costs, and create spaces that connect people to foster creativity and collaboration. We enhance office space, ensure optimum productivity and support wellbeing and inclusivity in the workspace.

Having delivered a wide range of projects, from new-builds, fit-outs, refurbishments and complex cut and carve to mixed-use and regeneration schemes, we drive the best value, drawing on benchmark metrics and technical innovation from our colleagues around the globe.

Our clients trust us to bring teams together, balance commercial return, assess risk and conditions, and manage the programme and procurement while controlling capital deployment.

Our core and specialist services experts deliver to our clients' strategic goals. Strong connections with the supply chain mean we are at the forefront of innovation, procurement and manufacturing scenarios and logistical delivery. Our independence means we remain flexible to market conditions.



INTRODUCTION TO NEW-BUILD

Creating viable and quality office space across the UK and Europe that maximises efficiencies, mitigates risk and delivers certainty.

Working with a range of clients from developers, institutional investors and developer occupiers, we support and deliver new space that meets occupation demands in all regulation, environmental and sustainable targets.

Our professional team has significant experience in managing design, procurement, delivery, budgeting, cost control and operation of new offices, all supported by a comprehensive range of core and specialist services.

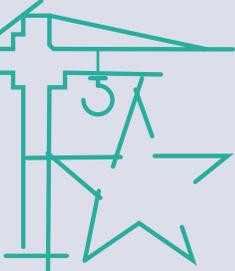
We are dedicated to reducing energy and carbon consumption, both embedded and in-use, and provide specialist insight to inform decision making.

Mechanical and electrical techniques are significant in any new office building, and we have teams dedicated to designing, evaluating, and delivering these elements.

The common measures of time, cost and quality are today challenged by wider value measures requiring input at the earliest stages and ratification during the occupation. We have established social value assessment and life cycle costing services that support these important initiatives.

The introduction of new technologies and MMC and DfMA solutions offer opportunities for greater efficiency and require a change to the established design and procurement methodologies. We understand these requirements and how to deliver them.

IN THE LAST FIVE YEARS



3.8m ft²
spaces delivered



CAPABILITY

NEW-BUILD



QUADRILATERAL ▶ LONDON, UK

CLIENT: British & Foreign Wharf Ltd
ARCHITECT: Morris & Co
SERVICES: Project Management, Cost Management, Principal Designer, Technical Review
COMPLETION: 2025
VALUE: £95m

A 240,000ft² office building as part of a larger residential development scheme.

RLB prepared detailed feasibility studies providing procurement and construction programme advice, phasing and logistics and estimated construction costs.



IM HEADQUARTERS ◀ SOLIHULL, UK

CLIENT: IM Properties Plc
ARCHITECT: Webb Gray Architects / SquareDot
SERVICES: Project Management, Cost Management, Employer's Agent, Principal Designer
COMPLETION: 2019
VALUE: Confidential

The 65,000ft² office development consists of adaptable and agile spaces. The building has a multi-functional triple-height interconnected area at the front of the building that required an intelligent design to ensure any potential use of the space could function effectively.

The headquarters include a car showroom and event space, meeting rooms, employee welfare spaces including breakout, a restaurant and reception. The design team not only successfully integrated these but managed to embed the clients brand and identity into the design.

The headquarters relocated because of the HS2 development. This led to significant pressures on the development, procurement and construction programmes. Through our sector knowledge and connectivity to the supply chain, RLB recommended a bespoke hybrid tendering arrangement that delivered value for money, a high-quality product and delivery before HS2 acquired the existing office.

The building incorporated several sustainability features, focusing on life cycle costs and user experience and comfort.

CAPABILITY

NEW-BUILD

BURY HOUSE ▶ LONDON, UK

CLIENT: Bentall Green Oak
SERVICES: Cost Management
COMPLETION: 2025
VALUE: Confidential

Bentall Green Oak's vision is to reimagine the site of a 1960s office building, drawing on the area's rich history to introduce a new high-quality commercial development that exemplifies sustainability.

The refurbishment includes the retained façade and heritage works to two existing 6-storey buildings with a 2-storey extension at roof level and the construction of a 37-storey tower with a triple basement. The lower floor plates of the existing and new-build levels will be combined to create larger unified floor plates.

The development will provide retail and public amenity space at ground level and occupier amenities such as bike parking, showers and changing areas at basement levels.

The strategy is to achieve the highest levels of sustainability. The aim is to include sustainable materials and punched windows that will offer natural shade and cooling, ultimately exceeding policy requirements and helping to support local biodiversity.

There is a particular focus on future-proofing the building, incorporating natural ventilation and insulation to reduce the use of air-conditioning units and heating. The positive impact these features will bring also respond to concerns raised by the pandemic and the future of the workplace.

Working collaboratively with the technical teams we provide cost management services that have assisted in the acquisition of separate plots and comprehensive due diligence advice to assemble the larger development.

We created an interactive bespoke cost modelling platform that enabled various options on several floor levels, building geometry, and fundamental specification enhancement. It includes the façade to be cost tested in a live environment, allowing the project's scope, size and specification to be modelled with the client and design team. This meant there was no need for a detailed design option study.

Cost summaries and efficiency metrics are presented as graphics to target and track improvements and design changes.



INTRODUCTION TO REFURBISHMENT

We work collaboratively to create smart and sustainable buildings that offer high-quality, versatile and efficient spaces.

Refurbishment of existing office space has clear speed and cost advantages and can include significant carbon reduction and opportunities to meet critical sustainability goals. Repurposing void space increases capacity and we can remodel a footprint to maximise efficiency.

At RLB, clear lines of communication, escalation procedures and upscaling of resources are fundamental to our approach.

In developing a thorough knowledge of existing structures and services, we mitigate risks across the project lifecycle and deliver commercially viable projects in line with market trends.

IN THE LAST FIVE YEARS

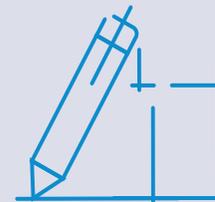
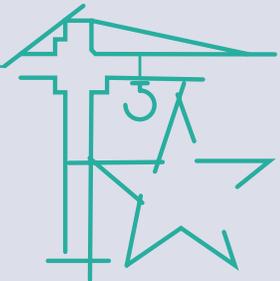


£1.9bn

developer-led schemes

7mft²

office spaces delivered



75,000

workspaces

CAPABILITY

REFURBISHMENT



BARKERS OF KENSINGTON ◀

LONDON, UK

CLIENT: Strandbrook
ARCHITECT: Emrys
SERVICES: Project Management, Cost Management, Contract Administrator
COMPLETION: 2024
VALUE: Confidential

A substantial renovation and fit-out of a 565,000ft² 7-storey Grade II listed building from the late 1930s. The scope includes a new rooftop bar, replacement and overhaul of MEP systems, new CAT A fit-out, atrium glazing and feature bridges, remodelling reception entrances, and cycle parking and gym facilities.

RLB has led the project from RIBA Stage 1 and is providing project and cost management services. We facilitated project risk, planning and design workshops and scheduled liaison workshops with the building managers and their suppliers to ensure the design suited the operational requirements. Regular programme reviews enabled us to flex and adapt the project timelines to maintain overall programme delivery. RLB reviewed the procurement route to consider market conditions, longer lead times and to deliver a quality output.

Our team provided life cycle costing, which achieved BREEAM 'Excellent' and delivered guidance for optimum building management.

PANORAMA ST PAUL'S ▶

LONDON, UK

CLIENT: Orion Capital Managers
ARCHITECT: Kohn Pedersen Fox Associates
SERVICES: Cost Management, Employer's Agent, Principal Designer, Specification Consultancy
COMPLETION: 2025
VALUE: Confidential

Panorama St Paul's is a transformation of the former BT headquarters into a sustainable, mixed-use building and new destination on London's Culture Mile.

The project comprises a GIA increase from 520,000ft² to 810,000ft², including five additional floors.

RLB procured early groundworks enabling package to significantly de-risk the programme of archaeological and below ground obstruction risks.

The building will be climate change resilient, including rainwater attenuation, greenfield rates and material resilience. The aim is to achieve a net zero operational carbon strategy by 2024 and achieve a WELL standard rating of at least 'Gold'.



CAPABILITY

REFURBISHMENT

FLEET STREET ▶ LONDON, UK

CLIENT: KWG
ARCHITECT: Buckley Gray Yeoman
SERVICES: Cost Management
COMPLETION: 2023
VALUE: Confidential

The project comprises 335,000ft² GIA with an additional two floors. The comprehensive refurbishment will create two distinct buildings aimed at different sectors that remodel the central Fleet Street façade with a vibrant finish.

RLB procured the main work contracts and the building strip-out process mitigating risk and enabling the project team to deliver faster than the original programme.

Our Hong-Kong based team supported our strong client relationship and stakeholder engagement.



TOWER BRIDGE COURT ◀ LONDON, UK

CLIENT: FORE Partnership
ARCHITECT: Stiff + Trevillion
SERVICES: Cost Management, Principal Designer, Employer's Agent
COMPLETION: 2023
VALUE: Confidential

RLB is providing cost management, principal designer and employer's agent services to the new low carbon workspace next to Tower Bridge. Tower Bridge Court is a refurbishment, extension and re-purposing of an outdated 1990s office building. Spanning 155,000ft², the new enhanced office space will become one of the UK's most sustainable offices.

Anticipated to meet BREEAM 'Outstanding' and WELL 'Platinum' certifications, putting it among 20 buildings worldwide to achieve WELL's highest rating.

To help secure the optimum cost and programme for this complex structural refurbishment, RLB directly engaged with many primary sub-contractors prior to the main contractor engagement.

INTRODUCTION TO FIT-OUT

We deliver high-quality tailored commercial fit-out projects that maximise the value of existing assets.

Fit-out has a lower carbon impact than new-build, and developers increasingly recognise the opportunities to re-purpose existing stock into top-quality schemes.

RLB delivers professional cost management services on commercial fit-out projects, working in complex environments with multiple stakeholders. We are responsible for a wide range of industry-leading commercial fit-out projects nationwide.

Having worked with hundreds of commercial estate managers to create workspaces that bring inclusivity, collaboration and wellbeing, we help our clients' look at the different options of office spaces for our new working worlds. For some, this might mean a club house feel where organisations can gather to socialise, bring together their teams and act as a hub to encompass their company culture and ethos. For others, this is more of an agile space that can be sliced and diced according to the organisations daily needs.

Our team simplifies the space and brings advice and experience to the fit-out, furniture cost and timeframe. Our clients can then consider the options available and cost impacts of each new occupation scenario.

IN THE LAST FIVE YEARS



CAPABILITY

FIT-OUT

21 MOORFIELDS ▶ LONDON, UK

CLIENT: Deutsche Bank
ARCHITECT: tp bennett
SERVICES: Cost Management
COMPLETION: 2023
VALUE: Confidential

Once completed, the 17-storey building will be the 585,000ft² Deutsche Bank UK headquarters. The office-led development is one of the most complex sites in London due to the technical and logistical challenges inherent in the design. Rising to this challenge the project team has delivered to the highest standards.

RLB is providing cost management to the fit-out. The space will include two new trading levels, open plan floors, cellular office space, a reception auditorium and multi-functional event space. The facilities include a business lounge, client meeting, dining and management suites, 12 feature staircases, breakout areas, terraces and a staff canteen.

The project was successfully procured despite the challenges of price fluctuations, rising energy costs, material price increases and labour shortages. RLB was in constant dialogue with the main contractors and supply chain to mitigate the impact of any challenges.



ONE BRAHAM ◀ LONDON, UK

CLIENT: BT
ARCHITECT: ID:SR (Sheppard Robson)
SERVICES: Cost Management
COMPLETION: 2022
VALUE: Confidential

RLB provided cost management services for BT's new global headquarters in central London. The 360,000ft² building boasts smart building technology, flexible workspaces, and collaboration areas.

The Grade A office tower has a BREEAM 'Excellent' sustainability rating and was awarded a Wired Score 'Platinum' rating for its digital infrastructure.

The project was procured during the first lockdown and delivered during the fallout of the global pandemic and Brexit while navigating the material and labour supply chain issues. The fabulous finished workplace was testament to sustained focus and a collaborative team approach.

One Braham is one of many RLB projects under the Better Workplace Programme, including Three Snowhill in Birmingham, BT Openreach headquarters in King's Cross, BT Euston Telephone Exchange, and the iconic BT Tower.

CAPABILITY

FIT-OUT



22 BISHOPSGATE ◀ LONDON, UK

CLIENT: Cooley LLP
ARCHITECT: Alliance / John Robertson
SERVICES: Cost Management
COMPLETION: 2021
VALUE: Confidential

Situated in 22 Bishopsgate on levels 22 through to 24, RLB provided cost management fit-out services to Cooley LLP's 76,000ft² new London office.

The state-of-the-art space includes a reception, client meeting suite, multi-functional event space, feature staircases, catering kitchen, café and servery, high specification AV, collaboration areas and an open-plan office.

Cooley's ambition was to transition a traditional cellular space to a hybrid office and introduce several alternative work points to encourage flexible working. These included open-plan seating, huddle spaces, work booths, and several AV enabled meeting spaces.

RLB has delivered key elements of many of the UK's most innovative workplaces, and our team brings deep insights into the best cost-to-value relationship between different design features. We were involved from the earliest stage and developed a detailed cost plan to inform the design.

With a long track record and detailed database of best practice benchmarks, RLB showed Cooley's team how their design aspirations and budget expectations aligned.

We navigated complex challenges, including disruption caused by the pandemic, which heavily impacted the delivery timelines. Our team maintained regular reviews and ongoing dialogue with the client and the base building's main contractor to keep the project on track. The result is a future-proofed fit-out that reimagines the workplace.

INTRODUCTION TO FILM AND MEDIA

Film and media is a fast-paced industry and our clients have ever-evolving challenges. We have specialist teams which understand the key success criteria for the development, procurement and delivery of recording, technical and support space.

Operational continuity is central to film and media projects and we work with client teams to instil processes that ensure this. As cost managers, cost management engineering services (CMES) and project managers, we get into the detail of the commercials and programme and make necessary allowances for phasing, out of hours and quiet or slower working procedures. We also provide IT integration management, fire safety, and health & safety consultancy services.

Strong connections with our specialist supply chain mean we are at the forefront of innovation, procurement and manufacturing scenarios and logistical delivery. As an independent consultancy, we remain flexible to market conditions and have no conflicts of interest – we are focused 100% on the client's foremost needs.

Using a wide variety of experts in core and more specialist services, we deliver on key drivers which, at the moment, are largely around:

- **Planning** – ensuring the site is right to create a film and media studio
- **MEP** – fundamental to, and untypical within, the film and media industry
- **Sustainability** – including the net zero carbon agenda.

We apply knowledge from our wide-ranging experience adding value through:

- Cross-team collaboration
- Commercial return
- Risk and conditions assessments
- Programme management



CAPABILITY

FILM AND MEDIA



BBC WORLDWIDE HEADQUARTERS ▶ LONDON, UK

CLIENT: BBC Studios
SERVICES: Cost Management
COMPLETION: 2016
VALUE: £30m

The project team consisted of Lendlease as the contractor, HOK for architecture and AECOM for mechanical design to develop a new headquarters for BBC Studios. The project transforms the Television Centre's Stage 6 building into an open plan collaboration space housing 1,200 employees. Works comprised of an entire strip out of the 95,000ft² space, cut and carve, including a core through the centre of the building, creating new circulation and shared space with a helical staircase connecting six floors.

The collaborative approach enabled the project's successful delivery and ensured the unusual management contracting environment with pain/gain mechanisms and tight budget constraints requiring value engineering.



ITV MANCHESTER ◀ CITY, UK

CLIENT: ITV
SERVICES: Project Management, Cost Management, Principal Designer, Employer's Agent
COMPLETION: 2017

Work included alterations to existing buildings, expansion and also new building works.

We relocated workshops and storage space, delivered two new filming studios and associated galleries and provided new production support facilities including dressing rooms and green rooms. We also altered and extended filming sets and buildings and reorganised and refurbished existing office facilities (moving post-production, new meeting rooms, alteration of offices, breakout etc.).

The theme of our approach focused on flexibility, breaking the project down into manageable parts, early contractor and sub-contractor engagement and appointing contractors on elements suited to their availability and capability.

CAPABILITY

FILM AND MEDIA



SKY TARDIS ◀ LONDON, UK

CLIENT: Sky Studios
SERVICES: Cost Management
COMPLETION: 2017
VALUE: £10m

Cost planning was delivered throughout various RIBA stages, contractor procurement and cost management of the complex fit-out intervention to an existing building on the Sky Campus at Osterley.

The works were carried out in a live environment with intricate phasing around operational offices and broadcasting. This 180,000ft² project integrated new features and technologies into a base build and consisted of Technical Equipment Room (TER) expansions, edit suites, digital studios, galleries and TX suites. Existing infrastructure was also adapted to include new risers for resilient cooling.

Comprehensive stakeholder management was key as Sky News was relocated from other parts of the campus into one new home within Sky Studios.

The project was successfully delivered to budget despite a challenging commercial environment.

E20 PROGRAMME ▶ ELSTREE, UK

CLIENT: BBC
SERVICES: Cost Management
COMPLETION: 2019
VALUE: £87m

Cost management services were provided throughout the RIBA stages and complex procurement of the various phases of the E20 programme. Multiple contractors were secured to carry out the projects over several years. Set creation work was bespoke and challenging to benchmark against industry norms. Collaborative working with production departments, specialist set designers and scenic artists was required and devising new ways of working for large contractors to enable works to happen alongside filming. Projects carried out throughout the programme included:

- BBC Studio 1, Elstree: fit-out of warehouse studio
- BBC Boiler House and UKPN, Elstree: repurposing infrastructure project
- BBC Galleries, Elstree: shell and core to CAT B fit-out for studio gallery space
- BBC Fairbanks, Elstree: fit-out of edit suites
- BBC EastEnders front lot and back lot, Elstree: new-build studio sets including residential and commercial.



INTRODUCTION TO LIFE SCIENCES

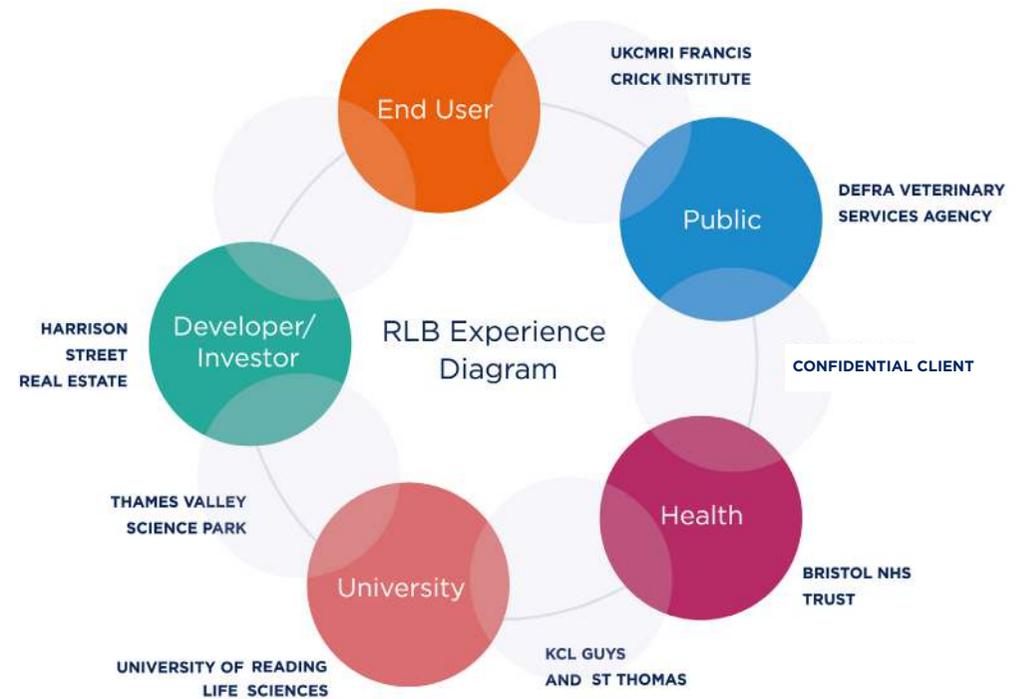
The life sciences sector has emerged as a popular asset class for developers and investors in the last five years. RLB understands the nature of life science ecosystems and what it takes to deliver successful projects.

We have a strong track record of helping developers, investors, tenants, and owner-occupiers in a range of wet lab, dry lab and manufacturing facilities from incubators to scale up and including large single occupier facilities.

We recognise that for occupiers delivering good science needs great people. The technical specifications of the building may assist with the science but creating places that allow occupiers to attract the best talent is also key.

Flexibility is essential, both in terms of future adaptability and designing a shell and core building that allows rapid and effective tenant fit-out, all whilst not designing in unnecessary obsolescence or cost.

Our services span the entire lifecycle of an asset, from pre-acquisition technical due diligence through design and construction into operational phases. Having assisted clients with existing assets both in terms of refurbishment and maintenance, our teams understand the particular operational needs of life sciences buildings. We bring this knowledge and understanding to new-builds, conversions and refurbishment projects.



Largest single portfolio transaction
1,600,000ft²



Largest single programme of works
£750m



In excess of 2,500,000ft² of projects from 10,000sf upwards



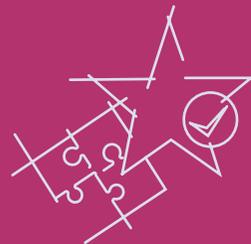
THAMES VALLEY SCIENCE PARK ◀
READING, UK

SERVICES: Cost Management
SIZE: 200,000ft² in Phase 1 with a masterplan to deliver 800,000ft²
CLIENT: University of Reading
SERVICES: Cost Management
COMPLETION: 2018
VALUE: Confidential

RLB provided cost planning input from the outset of the project, initially providing a masterplan cost plan for the 800,000ft² Science Park development, together with road and services infrastructure. We were subsequently appointed to provide cost management services on the Gateway Building from the start of the feasibility stage.

This included benchmarking of space efficiency and modelling of envelope costs to ensure an efficient and affordable design.

The accuracy and effectiveness of our pre-contract input is demonstrated by the tender process that delivered a tender 4% lower than our pre-tender estimate in a challenging market.



“RLB’s extensive experience of master planning campus developments has enabled us to provide a forward-thinking service and to suggest alternative approaches, highlight potential risks, and resulted in the procurement of the Gateway Building within budget enabling re-investment of available funding elsewhere.”



RLB is an integral part of the Harrison Street team. Their ability to react quickly to our requirements is matched only by the diligence they apply to their reporting. They provide a clear assessment of both cost and risk that enables us to assess our plans for the ongoing holding and development of properties post acquisition.”

David Lawrence, Harrison Street Real Estate



PROJECT FRONTIER ◀

VARIOUS, UK

CLIENT: Harrison Street Real Estate and We Are Pioneer Group

ARCHITECT: Various
SERVICES: Cost Management, Building Surveying

COMPLETION: Ongoing
VALUE: Confidential

In 2019, Harrison Street Real Estate were looking to make its first UK acquisition in the life sciences sector. RLB undertook technical and cost due diligence services on the portfolio. The cost management included the assessment of backlog maintenance and capital enhancements to the existing estate and a new development pipeline.

Since acquiring the portfolio, RLB has delivered individual projects, monitored various works and supported the expansion of the portfolio through two further acquisitions.

The portfolio needed investment and careful management to improve the facilities offered to tenants; the client was keen to expand the facilities through development activity.

The portfolio is spread across five sites in the UK, including Edinburgh, Kent, Bedfordshire, Teeside and Manchester. The properties provide a community across the life sciences ecosystem, including small start-ups in serviced accommodation to large corporate entities. The accommodation includes laboratory spaces, offices, as well as central support facilities including meeting rooms, seminar spaces and amenity spaces.

ABOUT RLB



The needs of RLB's customers are met with flawless technical execution.

Our ever evolving digital tools and processes ensure up-to-date industry insights and precision. As an independent organisation RLB guarantees on the very best advice for clients – without any conflict of interest.

COMMERCIAL SUCCESS

Our cost management service enables clients to make informed decisions.

We deliver commercial confidence throughout the project life cycle, from early business case through to financial close, strengthened by broad sector expertise and bespoke digital solutions.

Cost Management and Quantity Surveying

- Feasibility Studies
- Cost Planning and Value Management
- Whole Life Costs and Life Cycle Costs
- Cost Benchmarking
- Risk Management
- Contract Administration / Employer's Agent

PROJECTS AND PROGRAMMES

Placing client needs and project drivers at the core, our team works closely with stakeholders to meet time, cost and quality requirements, whilst maintaining predictability and rigour at every stage.

Project and Programme Management

- Strategic Programme Management
- Project Management
- Development Management
- Pre-Construction, Procurement and Project Planning
- Design Management
- Project / Fund Monitoring

ASSET OPTIMISATION

Our expert team helps clients manage, improve and enhance their property estates. Through asset data capture we make informed decisions about planned maintenance, statutory compliance and control and optimisation of expenditure.

Building Surveying

- Strategic Asset Management
- Estate Rationalisation
- Building Surveying
- Facilities Management Consultancy
- Fire Safety

SPECIALIST SOLUTIONS

Every project has bespoke requirements that often require more specialist support, especially as setting project objectives and defining value is increasingly becoming more complex than simply time, cost and quality. Our experts provide both high level strategic advice and more practical support to achieve the best results for our clients.

Specialist Solutions

- Sustainability, Carbon and Wellbeing
- Social Value
- Health & Safety, Fire and PD/CDM
- Specification Consultancy
- Dispute Avoidance and Resolution and Expert Witness
- Business Case Consultancy

ABOUT RIDER LEVETT BUCKNALL

SECTORS



Our experts deliver solutions across all sectors within the built environment with particular emphasis on the following:



COMMERCIAL

Sector Lead: Matthew Brooker
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DATA CENTRES

Sector Lead: Andrew Fettes-Brown
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EDUCATION

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ENERGY

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HEALTHCARE

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ABOUT RIDER LEVETT BUCKNALL

VALUE-BASED DECISIONS - A HOLISTIC APPROACH



With digitisation, the Health & Safety bill and net zero targets top of the agenda, RLB ensures this focus is integral to the conversation at the outset of any project. Taking a holistic approach enables our clients to make value-based decisions, delivering outcomes that meet a range of objectives and measure value beyond financial targets.

SUSTAINABILITY

Sustainability is no longer an add on as we strive to achieve net zero carbon emissions across the construction industry. Every project benefits from implementing more sustainable options and RLB has comprehensive systems and tools to help clients deliver sustainable outcomes. Every technical team member is skilled to make buildings carbon efficient and our specialist sustainability consultancy advises on:

- Sustainability opportunities
- Carbon accounting, modelling and net zero
- Low carbon assessment
- Environmental and wellbeing accreditation

We mitigate the environmental impact of our own business activities and have a goal to achieve net zero by 2025. We work with the CLC's CO₂nstructZero and Amazon's Climate Pledge and have achieved ISO14001 accreditation and the EcoVadis Silver medal, ranking us in the top 15% companies globally for sustainability.

HEALTH & SAFETY

Clients benefit from RLB's award-winning Health & Safety team which is involved in the drafting of official Construction and Design Management (CDM) regulations, a member of advisory panels and contributors to legislation. This specialist knowledge permeates the business and informs every project.

Our Health & Safety service ensures 100% legislative compliance, through our specialist expertise in design development, construction safety and occupational and operational safety. Our service is quality assured and recognised by the Association of Project Safety, CHAS and Safe Contractor (SSIP schemes).

RLB is a signatory of the Building Safety Charter and the first consultancy to undertake the new Building Safety Management Diploma in totality.

SOCIAL VALUE

Every project has increasingly competing economic, environmental and social priorities. RLB has developed a unique optioneering tool to compare different solutions by quantifying and evaluating the changing value of these core elements.

Implementing and measuring the impact of social value is a fundamental part of procuring and delivering sustainable projects and we support clients to meet their value objectives and obligations. Our approach ensures that social value principles are integrated within the total development plan, so the benefits outlive the contract.

Partnering with Social Profit Calculator (SPC), we have developed a model which evaluates both the cost and the benefit of social value interactions. Applied at organisational or project level this supports clients to understand the social, economic and environmental impact of each project. It illustrates to stakeholders the value for people, communities, businesses and wider economies.

ABOUT RIDER LEVETT BUCKNALL

OUR PEOPLE AND CULTURE



Wellbeing at work means thriving physically, emotionally, psychologically, socially and as a business. When people feel happy, engaged and purposeful at work they are typically more committed than those who do not, contributing to a positive and sustainable business better for colleagues and clients alike.



RLB equips employees with tools and skills to maintain health and positivity. Many wellbeing initiatives as well as a wellness focused health insurance scheme sit alongside a range of humanistic policies in place to support individuals beyond the office. 'Mental wealth' training is central to our agenda with toolkits on all areas of mental self-care. Wellbeing check-ins are part of our performance management system and we encourage a culture where it is OK to be honest about feelings.

Our hybrid working approach means employees locate between offices, client sites and home. Maintaining core hours with flexibility around the edges ensures our clients have focused work time while we enjoy a work / life balance. We place great importance on saying 'thank you', we also have a bonus scheme and we encourage transparent communication through an employee engagement platform available on desktop and mobile app.

DIVERSITY AND INCLUSION - BUILDING BETTER BUSINESS FOR ALL

We operate an inclusive workplace and promote a culture that is fair and consistent in everything we do. We recognise and value the individual and their contribution and encourage employees to bring their whole self to work.

Promoting a diverse and inclusive culture provides many benefits and enhances business performance through:

- Diversity of thought - creativity and innovation
- Attracting and retaining talent
- Mirroring our clients and communities

We continue to improve awareness through our education initiatives, ensuring D&I remains high on the agenda and sharing best practice with our peer group.



EMPLOYEE VOICE - THE VALUE OF LISTENING

Our employee 'voice' ensures we look at everything on our agenda from the widest viewpoint which in turn supports our 'fair and consistent' mantra. Our specific RLB communities, in the UK and internationally, help us shape policies and roll-out initiatives on issues from D&I to Agile Working and Talent Management. Our employee 'voice' also helps us to understand how people want to access information and communicate with colleagues.

ABOUT RIDER LEVETT BUCKNALL

INVESTING IN PEOPLE



DEVELOPING OUR PEOPLE AND SKILLS FOR THE FUTURE

As an independent, employee-owned business, RLB has a 'people-first' mindset and inclusive culture. Authenticity, transparency and creating opportunities for all employees continue to guide our focus as a high-performing employer of choice.

Proud to be recognised as **Gold Status - Investors in People** and as a **Top Employer** for 15 consecutive years.

RLB supports employment and skills for all and stimulates early careers through apprenticeships, work experience and placements. All our technical employees are either chartered or working towards chartership.

Through our recruitment programmes and D&I community, we widen talent pools and bring multiplicity to the workplace by targeting under-represented groups. RLB's D&I community has strengthened our policies and integrated this from entry level to senior roles. RLB is an active member of **Women in Property, Building Equality, Employers Network for Equality and Inclusion, Constructing Rainbows** and **Black Professionals in Construction**.

We have career development programmes to support everyone, encouraging them to be their best selves. RLB's Academy provides continual and structured professional development for all our employees to chartered status. Our graduates have a 95% pass rate within 2 years. We are also actively engaged in the Construction Leadership Council Skills Plan and Mentoring Circle.

DEVELOPING OUR PEOPLE



RLB protégé brings opportunities for early careers in construction. We recruit 20+ graduates annually and their rotation around our business allows cross-sector experience, skill development and progression. We have a systematic practice to recruit apprentices to support these individuals and growth in our business.

APPRENTICE / GRADUATE RECRUITMENT



We adopted a hybrid approach following the benefits that the business and employees had experienced working remotely during the COVID-19 pandemic. All of RLB's roles are advertised as flexible from day one (only 12% of construction companies do this). Team members combine site, home and regular office working, responding to client needs and promoting face-to-face collaboration. Our family friendly policies include a new maternity returners programme – enabling 88% of mothers to return from maternity leave.

FLEXIBLE AND HYBRID WORKING

Our CSR programmes include membership of **Kick-start** and **Careers Enterprise Co**, where we provide early careers work experience, work placements and school / college visits to showcase the range of opportunities in the construction sector. We have developed a virtual work experience programme and run Bucknall's First Rung initiative helping young people on their career journey. Our graduates are committed to 'giving back' working with over 20 schools and community groups in deprived areas, serving as both STEM and RICS ambassadors to encourage NEETs to consider a career in construction. The graduates share their personal experiences, career advice, and deliver mock interviews and CV writing skills to help prepare students for interviews.

CSR PROGRAMMES



ABOUT RIDER LEVETT BUCKNALL

AWARDS, ACCREDITATIONS AND MEMBERSHIPS



People



Diversity & Inclusion



Environment



Technical



ABOUT RIDER LEVETT BUCKNALL

100%
INDEPENDENTLY
OWNED AND MANAGED

800
UK PEOPLE

12
UK OFFICES

4000
EMPLOYEES WORLDWIDE

140
GLOBAL OFFICES



GET IN TOUCH

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