
Corporate Responsibility (CR) Policy

NGEP 019/004

Issue Date 24/09/2025

NEWMARK



Purpose.....3

Scope.....3

Responsibilities3

Key Principles3

Core Areas of Corporate Responsibility4

Monitoring and Review.....5

Purpose

Newmark Gerald Eve LLP (hereafter referred to as the Firm) is committed to operating as a responsible business that contributes positively to the communities in which we operate. We strive to foster inclusive and empowering workplaces and to deliver meaningful impact for our clients and communities through ethical and sustainable business practices.

This Corporate Responsibility (CR) Policy outlines our approach to embedding ethical conduct across our operations and client services. It is guided by our Corporate Responsibility framework, Our Shared Purpose, which is structured around four key pillars:

1. Serving our Clients.
2. Empowering our Personnel.
3. Bettering our Environment
4. Engaging with our Communities.

These pillars are underpinned by strong governance and align with the Firm's core values.

Scope

Whilst Newmark Gerald Eve LLP is a subsidiary of Newmark Group, Inc., this policy only applies to all Newmark Gerald Eve LLP and Newmark GE Services LLP employees, contractors, consultants, officers, members etc. (Personnel) working at any and all of the Company's locations. All Personnel are expected to support and uphold the principles outlined herein.

Responsibilities

Overall responsibility lies with the Managing Partner, however responsibility for enactment lies with our Communities Committee, supported by Human Resources (HR), and our Employee Networks. The Communities Committee is a cross-functional group that reflects diverse perspectives from across the Firm. These groups are responsible for driving initiatives, monitoring progress and ensuring that all staff play a meaningful role in creating positive social value. The Communities Committee Co-Chairs and Head of ESG are responsible for our Communities strategy and target setting. Our HR team is responsible for overseeing employee-related initiatives, such as internships and apprentices. Everyone at the Firm has a responsibility to act in line with this policy.

Key Principles

We are committed to:

- Responsible business practices
- Inclusive growth
- Meaningful community engagement

Each employee is entitled to a minimum of one *Give Back Day* annually to participate in charitable activities, either individually or in teams. These days are also encouraged as opportunities for client and referrer engagement.

Core Areas of Corporate Responsibility

1. Community Work and Pro Bono

- Annual Give Back Day targets are set Firm-wide.
- We support local communities through volunteering, charitable giving, and strategic partnerships.
- Social Value is measured using the Social Value TOM System, allowing us to track, measure, and improve the social value we deliver year-on-year.
- Unused equipment and resources are redistributed to underserved communities, aligned with national events (e.g., International Women's Day).

2. Charitable Giving and Fundraising

- Our official charity partner is LandAid, supporting children and young people in the UK.
- A secondary charity partner is selected bi-annually through employee nominations and a company-wide vote.
- The Firm supports employee-led fundraising initiatives and contributes to client-supported charities.

3. Education and Youth Support

- The School Outreach Programme promotes diversity and inclusion in the property sector. The programme focuses predominantly on state education schools and comprises Newmark employee volunteers attending careers fairs, presentations, assisting in the hosting of Insight Days, etc.
- We offer paid internships, work experience, and apprenticeships across UK offices, and partner with organisations such as 10,000 Black Interns and support the Reading Real Estate Foundation (RREF).

4. Our People and Culture

- We believe that a diverse, healthy, and empowered workforce is key to delivering value for clients and society. We aim to build a diverse, healthy, and empowered workforce through key actions, including:
 - Clear and measurable gender parity targets by 2030, and transparent reporting of pay gap data via our Annual Impact Report.
 - Inclusive recruitment, promotion and progression, and leadership development pathways guided by our Skills & Behaviours Framework.
 - Our values-led approach, fostering an open, respectful, and high-performing culture.
 - Supplier screening to prioritise social enterprises and underrepresented business owners.
 - Regular wellbeing initiatives and a commitment to physically and mentally safe workplaces.
 - A detailed Diversity and Inclusion strategy, Inclusive Growth, which enabled by clear governance and measurable action plans.

Monitoring and Review

Version number	Purpose/change	Author	Date
0043	Update of Office Locations	Colin Jenkins	06.2022
004	New Template & Locations	Colin Jenkins	06.2024
005	Rewritten and Newmark Template	Lea Vavrik	09.2025

This policy is reviewed annually and updated as needed, particularly in response to regulatory or strategic changes. It is published on the Firm's intranet and communicated via appropriate internal channels.

Date of next review: 24/09/2026

Name: Simon Rees



Date: 24/09/2025

ABOUT NEWMARK

We transform untapped potential
into limitless opportunity.

**At Newmark, we don't just adapt to what our partners need—
we adapt to what the future demands.**

Since 1929, we've faced forward, predicting change and pioneering ideas. Almost a century later, the same strategic sense and audacious thinking still guide our approach. Today our integrated platform delivers seamlessly connected services tailored to every type of client, from owners to occupiers, investors to founders, and growing startups to leading companies.

**Tapping into smart tech and smarter people, Newmark brings
ingenuity to every exchange and transparency to every relationship.**

We think outside of boxes, buildings and business lines, delivering a global perspective and a nimble approach. From reimagining spaces to engineering solutions, we have the vision to see what's next and the tenacity to get there first.
