Social responsibility

Purpose

This policy sets out the values and principles which underpin the way in which we deliver our projects, engage with local communities, procure services, and support our staff. It communicates to our employees, partners, and clients how we conduct our business operations responsibly and strive to maximize positive social and environmental impacts in everything that we do.

Commitment

We promote a strong culture of social responsibility, encompassing ethical values, equality, well-being, sustainable development, environmental protection, prudent use of natural resources, and economic advancement.

We support the increasing emphasis our clients place on social value, responsibility, and community benefits and we will work with them to deliver more inclusive social outcomes. We have a Group position paper with 15 commitments setting out the actions we take to transform people's lives.

The United Nations' Sustainable Development Goals are at the heart of our business. We recognize our role in tackling the world's biggest challenges and are committed to reviewing our contribution toward these goals at a business and project level.

We are dedicated to delivering responsibly. In 2020 we became the first engineering, management, and development consulting firm to be certified carbon neutral globally. Our specialists continue to be leaders in the industry.

Responsibility

An Executive Board director is responsible for promoting and monitoring our social responsibility policy.

We have dedicated corporate social responsibility (CSR) committees representing staff from our four geographical regions and we have a global CSR strategy that sets out our priority projects and how we support the passions of our people.

Our employees are aware of, and share in, our commitment to promoting social responsibility.

Everyone needs to be mindful of the impact of their actions on colleagues, clients, and society as a whole.

Approach

Our annual business plans include social responsibility objectives and actions.

We scrutinize our infrastructure and international development projects for their potential impact on the environment, society, culture, and economies.

We prioritize engagement with local organizations and stakeholders when we deliver our projects to help us align our approach with community needs.

We have in-house equality, diversity, and inclusion specialists who promote social responsibility within our business and work with clients to drive more inclusive outcomes.

We consider the social legacy of projects by focusing on long-term benefits and identifying opportunities to enhance accessibility, inclusion, empowerment, resilience, and well-being. We expect project teams to use available knowledge, training, processes, and resources to achieve this.

We build partnerships with other groups and organizations promoting social responsibility.

We aspire to be an employer of choice and recruit staff from a range of backgrounds to encourage a diverse workforce and reflect the communities in which we work.

We provide quality educational insights and work experience opportunities and engage specifically with initiatives which reduce inequalities in our communities.

We procure products and services from suppliers whose social responsibility policies and values are aligned with our own.

We support charitable giving, and we encourage our people to volunteer their skills, knowledge and passion to help improve the prospects and well-being of local communities.

Michael C. Isola
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