



Sustainability

Purpose

This policy establishes Mott MacDonald's commitment, responsibility, and approach to embedding sustainability and sustainable outcomes into everything we do, for the benefit of our colleagues, our clients, and society.

Commitment

The Group is committed to delivering sustainable outcomes in all its activities and to improve its performance continuously.

Our aim is to be a leading global partner in advancing sustained economic, social, cultural, and environmental well-being. We recognize that sustainability adds value while maintaining high standards of risk management. We have made specific commitments on climate change, as set out in our position papers for Net-zero, Climate change and Social outcomes.

We support the increasing emphasis of our clients on addressing the climate and nature emergencies as well as social inequality. We equip and enable teams to drive the delivery of sustainable outcomes for our clients through compelling ideas and innovation for addressing these challenges.

The United Nations' Sustainable Development Goals (SDGs) are at the heart of our business. We promote company-wide alignment on the SDGs and foster external partnerships to drive targeted contributions towards the goals.

We commit to working with our clients to help make informed decisions about building-in sustainable outcomes, and to providing digital tools and products to facilitate this. We commit to delivering sustainably by taking a system of systems approach to delivering integrated infrastructure, considering lifecycle requirements, designing nature-based solutions, and adopting a "just and fair" approach.

In 2020 our engineering, management, and development consulting business was certified as carbon neutral. This was extended to include our contracting business in 2021. We commit to being carbon neutral every year until we reach our net-zero target in 2040 or sooner. We commit to improving how we work with our value chain such that we are all aligned and striving to deliver the Paris Agreement of 2015.

We recognize our responsibility as a global consulting firm in tackling the world's biggest challenges and integrating the economic, environmental, and social aspects of sustainable development in our culture, projects, and operations.



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Responsibility

Everyone in our organization has a role to play in delivering sustainable outcomes. From purchasing our energy from renewable sources, ordering stationery from sustainable sources, writing design specifications that minimize the use of the planet's resources, or planning or supervising the construction of a new development in a zero-waste, zero-water, zero-carbon way. We will take a whole life approach by, for example, planning the future maintenance, operation, and deconstruction requirements of an asset from the start.

Our structure shows how seriously we take our responsibility to deliver sustainable outcomes; we provide leadership at every level within our organization.

An Executive Board director is responsible for sustainability and climate change in the Group.

The Group sustainability and climate change steering committee provides strategic direction to guide our sustainability and climate change strategy and oversees its execution.

The global head of sustainability and climate change is responsible for developing our sustainability and climate change strategy and driving its effective implementation.

General managers apply sustainability principles on a day-to-day basis and are responsible for monitoring and reviewing their implementation, supported by the regional sustainability lead.

Project principals are responsible for the sustainable outcomes of our projects, as agreed upon with clients.

Early career professionals (ECPs) provide energy, knowledge, and inspiration to further promote the sustainability agenda day-to-day.

Approach

Sustainability is embedded in our culture through governance, operations, and delivery. We have a broad understanding of sustainability issues, and we encourage colleagues to become thought leaders on sustainability and to collaborate globally.

We use our experience and ingenuity to create lasting value by delivering solutions that meet clients' sustainability aspirations, are locally appropriate, economically viable, socially beneficial, culturally aware, durable, resilient, and environmentally responsible.

We equip our people with the information they need to make informed decisions by providing digital tools and encouraging them to address sustainability at the outset of each project. We view sustainability as a framework for initiating change in our operations and offices, as well as the projects we deliver.

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

We continue to be a carbon neutral organization and will become net zero by 2040. We reduce single-use plastics in our offices and operations.

We harness sustainability to deliver future business growth, enhance our reputation as a responsible global actor and embed sustainability into our culture

Michael C. Isola
President and CEO
Mott MacDonald North America