



# Data protection

## Commitment

- The Group is committed to meeting its legal and regulatory obligations under data protection law and to protect the rights of individuals connected to the use of their personal data.
- Our approach to protecting personal data, across all of our businesses globally, complies with the European Union's General Data Protection Regulation ("GDPR") and the UK Data Protection Act 2018.
- Where possible, we extend the rights provided by the GDPR to all Mott MacDonald employees.
- Working collaboratively, the GDPO, the Group business management systems team and the risk director are responsible for the maintenance of our privacy framework and our suite of documents, policies and procedures that details our implementation of the GDPR.
- The Group IT director is responsible for monitoring and reviewing data protection requirements for our IT systems.
- General managers, and identified personal data experts, are responsible for monitoring and reviewing the implementation of data protection requirements in their operations.

## Responsibility

- An Executive Board director is responsible for the effective implementation and maintenance of policies and procedures that ensure compliance by all members of our Group with the GDPR. Together with the Group Data Protection Officer ("GDPO"), they work to fulfil the compliance obligations set out in the GDPR.
- The GDPO is the point of contact for all business units and is responsible for providing guidance, training, data protection audits and co-operating with supervisory authorities. The GDPO also acts as our point of contact when reporting data breaches and managing data subject requests from individuals who want to inquire about our use of their personal data. The GDPO undertakes their role as outlined in the GDPR and reports directly to the Group managing director and Group general counsel.

## Approach

- Our business management systems detail requirements and processes that enable us to manage personal data in accordance with the GDPR and our client's information security requirements.

Mike Haigh  
Executive Chair