



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 and environmental wellbeing. We want to change the perception of sustainability such that it is regarded as adding value while maintaining high standards of risk management.

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 recognise our responsibility as a global consultancy in tackling the world's biggest challenges and integrate the economic, environmental and social aspects of sustainable development in our culture, projects and operations.

Responsibility

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.

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

Early Career Professionals (ECPs) provide energy, knowledge and inspiration to further promote the sustainability agenda day to day.



Sustainability

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, durable, resilient and environmentally responsible.

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

Continue to be a carbon neutral organisation and become net-zero by 2040, reducing 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.

A handwritten signature in black ink, appearing to read 'M Haigh'.

Mike Haigh
Executive Chair