



# 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 maximise positive social and environmental impacts in everything that we do.

## Commitment

We promote a strong culture of social responsibility, encompassing ethical values, equality, wellbeing, 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 recognise our role in tackling the world's biggest challenges and are committed to reviewing our contribution towards these goals at a business and project level.

We are dedicated to delivering responsibly and in 2020 we became the first engineering, management and development consultancy to be certified carbon neutral, globally.

## 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 which 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.



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## Approach

Our annual business plans include social responsibility objectives and actions.

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

We engage with local organisations and stakeholders when we deliver our projects, particularly those representing minority communities and under-represented groups.

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 build partnerships with other groups and organisations 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 share their skills and offer industry knowledge to community projects.

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

**Mike Haigh**  
Executive Chair