

Dear Mr Secretary-General,

We are pleased to reaffirm our commitment to the UN Global Compact. Our approach to running Mott MacDonald incorporates the 10 UNGC principles, covering human rights, labour, environment, and anti-corruption, while helping to achieve the 17 UN Sustainable Development Goals (SDGs).

In our Communications on Progress, we outline how our policies align with the principles and highlight some recent initiatives to deliver progressive change across both our business and our sector.

Responding to climate change is embedded in everything we do, core to our operations and our projects. Since 2020 we have been certified carbon neutral globally and we continue to make progress on our commitment to become a net-zero organisation in line with our science-based pathway. As a business, we are committed to a 90% reduction in our carbon emissions by 2040 and are in process of having our updated target validated by the Science Based Targets initiative (SBTi). To support industry change, we recently led the development of the Coalition for Climate Resilient Investment's physical climate risk assessment methodology (PCRAM) to improve the integration of physical climate risks into infrastructure investment appraisals. At the start of 2022, we were certified carbon neutral for the second year running after meeting the internationally recognised standard PAS2060.

We were active at COP26 in November 2021, participating in events hosted by the Coalition for Climate Resilient Investment and the Sustainable Innovation Forum, and engaging with partners and clients from different businesses and sectors.

Over the past 12 months, we have adopted a new equality, diversity, and inclusion (EDI) strategy. It sets out our vision to be an equitable business where everyone has a chance to succeed. It states that our business will:

- achieve more equitable outcomes through fair, transparent and open decision-making processes
- actively recruit, develop, and value our diverse workforce at all levels and take steps to build a diverse supply chain
- adopt a zero-tolerance approach to discrimination, harassment, victimisation and intimidating or offensive behaviour

We are in the process of developing local evidence-led action plans with more meaningful EDI goals and measures to monitor our progress. In February 2022, we became accredited as a Living Wage Employer, meaning that we can now demonstrate that every colleague working for us in the UK earns the ['real living wage'](#).

Our oversight of financial crime, including bribery and corruption, has recently been strengthened, and we have also adopted a new process to enable us to better identify all actual, potential, and perceived conflicts of interest as early as possible, and to discuss these with line management.

We are delighted to submit our fourth Communication on Progress where we present in more detail our policies, commitments, and outcomes to achieve our own corporate sustainability and address the SDGs. As Mott MacDonald's new executive chair, I look forward to working with my colleagues across the business to achieve much more over the next year, and beyond.

Yours faithfully



James Harris

Executive chair, Mott MacDonald Limited

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