

2019-2021 Sustainable Strategic Outlook¹



- 01 Clients**

Execute Future Ready **globally** **>75%**

top-quartile satisfaction rating (Net Promoter Score Survey)
- 02 Expertise**

Increase proportion of **Environment, Water, Power & Energy, Resources and Industry** sector services Increase proportion of our services in **Strategic Advisory**
- 03 People & Culture**

>30% of management positions held by women **<12%** annual voluntary turnover
- 04 Operational Excellence**

<0.1 lost time injury rate (LTIR) in all regions² **25%** reduction of absolute greenhouse gas emissions by 2030

100% of workforce completes annual ethics training

¹ See *Expanding our Horizons: 2019-2021 Global Strategic Plan* for the full strategy. Select sustainability-related elements are presented here.

² Lost time injury rate (LTIR) is the number of injuries with more than one day lost, per 100,000 hours worked.