Our Environment and Carbon Management Policy supports the four pillars of our Global Sustainability Strategy.

1) We will grow our business through diversification of our service offerings in existing, adjacent and emerging markets.
2) Our advice and design will enable our Clients to reduce environmental impacts over the life cycle of their assets.
3) We will actively manage our own environmental and social impacts, improving the positive while reducing the negative.
4) We will participate meaningfully in the communities in which we operate.

Our Commitments/Objectives
To deliver the environmental elements of these four principles we will:
→ include environmental and sustainability opportunities in our Strategic Business Units’ strategies
→ implement our world leading Future Ready programme, giving employees a clear understanding of our ambitions, the skills to apply Future Ready thinking on their projects and challenging them to be part of designing sustainable, resilient projects for our Clients
→ reduce our environmental impacts, especially in relation to resource consumption, waste and carbon emissions from our offices and business travel
→ build environmental considerations, including carbon reduction into our procurement process
→ set consistent standards for the environmental and sustainability performance of our office locations
→ identify and manage our key environmental impacts and opportunities, including the main sources of carbon emissions to protect the environment, prevent pollution and continually improve our environmental performance
→ implement effective business systems to provide governance, legal compliance and management structure to deliver our commitments (including certification to ISO 14001:2015)
→ set environmental objectives and carbon reduction targets and review progress against these
→ measure and publically report on our progress each year

Senior Management
Our senior management will be fully involved in development and implementation of our sustainability and environmental management programmes.

Employees
We will give our employees the knowledge, skills and tools to implement Future Ready thinking on their projects, and will involve them in opportunities to reduce their environmental impacts.

We will review and update this policy on an annual basis, or more frequently if necessary.

Mark Naysmith
UK Chief Executive Officer

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