

SUSTAINABILITY POLICY

We have made a commitment to actively manage and improve our own environmental, social and governance performance, contributing meaningfully to the UN Sustainable Development Goals and our Corporate Social Responsibility Policy, creating shared value for our clients, staff and stakeholders while protecting our planet.

Our objectives are defined in our Sustainability Strategy, covering three primary areas:

- **OUR PEOPLE:** “engage, train and empower all staff to live, work and play sustainably”
We aim to ensure that sustainability is engrained within our people, where all staff feel empowered to encourage and promote sustainability in all aspects of their work. Employees at all levels are responsible for complying with the Sustainability Policy and our distributed network of Sustainability Champions collaborate regularly to ensure innovation, best practice and lessons learned are identified, captured and shared. We will invest in learning and training to continually improve the knowledge and skills of our people and ensure responsible, inclusive, participatory and representative decision making at all levels. Our aim is to foster healthy, safe and sustainable environments that support continuous learning and great careers and for our people to act as positive members within the communities in which we work.
- **OUR PROJECTS:** “embed and promote sustainability in our projects”
We have always believed in the value of innovating and adding value to the natural and built environment and believe it is our responsibility to advise our clients and collaborators on sustainability; the risks arising from climate change and the benefits of acting sustainably. Energy efficiency, CO₂ minimisation, material re-use, wellbeing, inclusion, adding social value, enhancing biodiversity and financial performance are integral to our sustainable development approach. We have pledged to engage positively with national and local governments to help develop policies and measures that are needed, both nationally and internationally, to contribute effectively to a low carbon, sustainable and circular economy.
- **OUR PLACES:** “commit to net carbon neutrality in our operations by 2025”
We are signatories to the Institution of Structural Engineers and Institution of Civil Engineers climate and biodiversity declarations as well as the Bali Communique and have committed to achieving net zero carbon by 2025. Running a business responsibly is key to our long-term success. We have an Environmental Policy which has the active commitment and involvement of the board and leadership team. The policy has been formalised in our Environmental Management System which addresses the model specified in ISO14001:2015. Our areas of focus are renewable energy and energy efficiency optimisation, reduction in natural resource reliance, carbon footprinting and sustainable/active travel. This involves the measurement and management of our own sustainable, social and diversity activities and their improvement over time.

We will measure our impact using SMART and/or science-based targets linked to the UN Sustainable Development Goals and targets. We will report to our clients, staff and stakeholders on our progress against our sustainability and wider corporate social responsibility targets annually, alongside communicating activities for the future. Finally, we will review specific objectives and targets annually to drive continuous improvement throughout the organisation. Our policy is reviewed and approved annually, or more frequently if appropriate.

Iain Bisset

Iain Bisset
Managing Director
1 March 2022

Amy Boucher

Amy Boucher
Head of Sustainability
1 March 2022