



# Social responsibility

## Commitment

- The Group is committed to the delivery of socially-inclusive outcomes. We aim to ensure that we make a positive contribution to the wellbeing of the communities and professions in which we operate.
- We promote a strong culture of social responsibility, encompassing ethical values, equality, sustainable development, environmental protection, prudent use of natural resources and economic advancement.
- We support the increasing emphasis placed by our clients on social responsibility to ensure our services and operations make a positive contribution in the locations in which we work.
- 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.
- We aim to deliver sustainable outcomes for our clients, aligned to their goals and the needs of their communities.
- We always respect and operate within the international norms of behaviour and comply with applicable law.

## Responsibility

- An Executive Board director is responsible for promoting and monitoring our social responsibility policy.
- All staff 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.
- All staff understand the contribution our work makes to meeting the United Nations' Sustainable Development Goals.

## Approach

- We scrutinise our infrastructure and international development projects for their potential impact on the environment, society, culture and economies.
- 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 engage with local organisations and stakeholders when we deliver our projects.
- We build partnerships with other groups and organisations promoting social responsibility.
- We procure products and services from suppliers whose social responsibility policies and strategies are aligned with our own.
- Our annual business plans include social responsibility objectives and actions.
- Staff are encouraged to play active roles in the local community and in their profession.
- We aim to recruit staff from a range of backgrounds to encourage a diverse workforce.

A handwritten signature in black ink that reads 'K. S. Howells'.

Keith Howells  
Chairman