



Equality, diversity and inclusion

Commitment

The Group is committed to creating an inclusive working environment, providing equal opportunities for all staff and ensuring no current or prospective employee is disadvantaged because of their:

- Age
- Caste
- Class
- Colour
- Disability
- Gender identity
- Marital status
- Nationality
- Parental status
- Race or ethnic origin
- Religious belief
- Sexual orientation
- Veteran status

We fundamentally believe that talent, qualifications, skills and capability are the only way to determine whom to select and progress.

The Group complies with all employment and equal opportunity legislation and regulations in the countries it works. We have fair employment policies in accordance with our standards and within the framework of local cultures.

The Group seeks to provide services that meet our clients' expectations through deploying competent, diverse teams that allow us to meet our promises.

Responsibility

The Executive Board director responsible for human resources ensures this policy is understood and implemented at all levels within the Group. The director reports to the Executive Board on compliance.

General managers are responsible for the day-to-day implementation of the policy. Staff that recruit, select, train, develop and promote employees understand their responsibilities under this policy and under local legislation.

Everyone is responsible for their actions at work and for ensuring that they do not discriminate against any colleagues, clients, suppliers or members of the public. Any behaviour in breach of this policy will lead to appropriate disciplinary action.

Suppliers must set out and maintain their own equality, diversity and/or inclusion (EDI) policies. In addition, we recognise our responsibilities to ensure that our supply chain companies comply with International Labour Organization policies and have proper respect for the people supplying services to them. This is taken into account when managing our supply chain.



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Approach

We aim to have a workforce that reflects the diversity of the communities in which we work. Where appropriate, we will also take proactive and positive steps to ensure we can access diverse talent from our local and global communities. Our commitment to recruiting the best staff to deliver the services we provide determines the composition of our workforce.

This policy is displayed in all Group offices and is drawn to the attention of all employees. Information and training on EDI is provided to all staff, enabling them to comply with this policy.

We provide internal and external people with the opportunity to use our communication channel called Speak Up and raise any concerns related to EDI, all submissions are investigated.

Aligned to our organisational PRIDE values of Progress, Respect, Integrity, Drive and Excellence, we are committed to a culture of mutual respect between all members of the Mott MacDonald community. We will not tolerate poor behaviour, including that which infringes the safeguarding of people at risk.

Human resources advisors and our equality, diversity and inclusion team provide information and advice on diversity to managers and staff to support the implementation of this policy.

Our equality, diversity and inclusion team – and our Advance employee network of champions – are responsible for the promotion of awareness and appropriate behaviour and help to foster an inclusive workplace culture.

A handwritten signature in black ink, appearing to read 'M Haigh'.

Mike Haigh
Executive Chair