

UN Global Compact

Communication on progress 2020

[Our original letter of commitment, 2018](#)

[Reaffirming our commitment, 2020](#)

Actions

Click here to explore our policies, procedures and activities in each of the four issues covered by the 10 UNGC principles – [human rights](#), [labour](#), [environment](#) and [anti-corruption](#)

Outcomes

Click [here](#) to see our Making Connections campaign, highlighting how, as a global engineering, health, education and development business, our projects have direct and indirect impacts on the UN Sustainable Development Goals (SDGs)

“As a participant in the UN Global Compact, we have embedded its 10 principles into our strategy, culture and day-to-day operations, and are engaged in collaborative projects to advance progress towards the UN Sustainable Development Goals (SDGs).

Through our commitment to making a positive contribution to the welfare of the communities, environment and marketplace in which we operate, Mott MacDonald demonstrates its commitment to the 10 principles. This embraces ethical values, community responsibilities, social impacts, sustainability, protection of the environment, prudent use of natural resources, economic advancement and fair employment.

The SDGs provide a very useful framework within which to plan, deliver and operate the organisations and the infrastructure in our industry. In Mott MacDonald we are doing exactly this for ourselves. They provide an opportunity to implement our new purpose to improve society by considering social outcomes in everything we do, and to ensure that we are working towards common goals.”

Mike Haigh

Executive chair, Mott MacDonald

Human rights

Find out more:

[Equality, diversity and inclusion page](#)

[EDI policy](#)

[Ethics policy](#)

[Slavery and human trafficking statement](#)

[Safeguarding statement and policy](#)

[Social care consultancy](#)

[Social research](#)

1 Businesses should support and respect the protection of internationally proclaimed human rights.

2 Make sure that they are not complicit in human rights abuses.

Our commitment to the provision of a fair and equitable working environment observes the core rights contained in the International Labour Organization (ILO) conventions, the International Declaration of Human Rights and the UN Convention on the Rights of the Child.

We promote processes of sustainable infrastructure development that safeguard and improve the rights, wellbeing and livelihoods of local affected populations and workers through our social safeguards services – both as an integral component of our multidisciplinary consultancy work and through specialist consultancy assignments. Our new Group purpose – launched in July 2020 – is framed by the commitment to improve society by considering social outcomes in everything we do.

Our customers include private lenders, international finance institutions, project developers, local communities, civil society, partners, suppliers, governments, regulatory bodies and other

stakeholders. For our private sector work, we assist our clients to align their projects with the UN Guiding Principles on Business and Human Rights and have a dedicated team of social scientists with a diverse range of social and human rights safeguards and impact assessment experience. This team provides customers with a thorough understanding of human rights issues and regulations and works to tailor their projects to meet regulatory and lender social safeguard standards.

In 2020, we became the first engineering consultancy in the UK to publish our Ethnicity Pay Gap report and action plan – clearly mapping our efforts to reduce this gap and increase ethnic diversity at all levels. Our equality, diversity and inclusion (EDI) team also spearheaded Black Lives Matter roundtables and internal listening sessions on how we can tackle racial inequality and injustice in the workplace and in our everyday lives.

Labour

Find out more:

[Slavery and human trafficking statement](#)

[Advance employee network](#)

[Ethics policy](#)

[Health and safety policy](#)

[Social responsibility policy](#)

[How to build socially inclusive outcomes](#)

[Our position on delivering social outcomes](#)

3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

4 Elimination of all forms of forced and compulsory labour.

5 Effective abolition of child labour.

6 Elimination of discrimination in respect of employment and occupation.

We are committed to promoting ethical behaviour in our own operations by complying with the law and respecting the local customs and cultures of all countries where we work. We comply with equal opportunities legislation and aim to promote diversity and fair employment policies within the framework of local culture and laws. We seek the same commitment from our partners – including clients, contractors, suppliers – to meeting the principles of national legislation and associated ILO regulations.

Our newly published social outcomes position paper outlines our commitment to improve society by considering social impacts and inclusion in everything we do. We are committed to using our social inclusion expertise to advise, support and enable our clients to achieve better and more inclusive social outcomes for their communities, and to equip our colleagues with the tools and support to ensure the delivery of social outcomes is embedded in every project.

Our clients receive advice on how to best meet national and international best practice standards, such as those embodied in the Equator Principles and the International Finance Corporation (IFC) performance standards on environmental and social sustainability. We use our experience in labour market analysis, training needs assessment and issues management to seek to involve social partners such as trade unions and employers' federations.

We believe in capacity building so local people can work on projects that affect them and benefit from employment opportunities that are created. In countries where labour unions are not legalised, we advocate other forms of employee representation, such as joint consultative committees to discuss work-related issues. Health, safety and wellbeing are priorities wherever we work. In our social due diligence work on infrastructure projects we have an opportunity to influence and advocate good international industry practice for recruitment, health screening, overtime pay, child labour and other issues considered labour risks for the specific project location.

Internally we seek a culture of mutual respect among all employees, with equal opportunities promoting fair employment, considering local culture and laws. Staff Councils are held each quarter with the purpose of improving working lives for staff. We're taking active steps to prevent discrimination of all kinds and ensure comparable pay for comparable work. Our EDI employee network is evolving to better meet the needs of staff and the business. Unit and office champions act as dedicated contact points for the network, working closely with the central EDI team to drive forward action plans.

Environment

Find out more:

[Environmental policy](#)

[Procurement policy](#)

[Environment expertise](#)

[Carbon management](#)

[Carbon Crunch](#)

[Environmental and social due diligence](#)

[Our position on net-zero GHG emissions](#)

[Our position on resilience and the physical impacts of climate change](#)

7 Businesses should support a precautionary approach to environmental challenges.

8 Undertake initiatives to promote greater environmental responsibility.

9 Encourage the development and diffusion of environmentally friendly technologies.

We take our environmental responsibilities very seriously and our business management system (BMS) requires that all projects are reviewed for potentially adverse environmental effects. Our activities are governed by a formal sustainability policy and sustainability principles are embedded in our corporate values. In practical terms, this means ensuring projects are carried out in accordance with the Equator Principles and the International Finance Corporation's Policy and Performance Standards on Environmental and Social Sustainability.

We have adopted a positive, proactive approach to minimising our environment impacts. Our Carbon Action Plan 2016-2021 outlines commitments to reduce operational emissions by 25% per capita over the five-year period. Our annual carbon footprint declined from 3.48tCO₂e per FTE in 2012 to 1.83 in 2019. Our 2019 carbon footprint meets the ISO 140064 standard and we are in the process of attaining PAS2060 carbon neutrality. In 2020, we published our position papers on net-zero GHG emissions and resilience to the physical impacts of climate change. These include commitments to become carbon neutral by the end of 2020 and a net-zero organisation by the end of 2040. We have also set Science Based Targets to limit warming to a 1.5°C rise, in line with the Paris Agreement.

Our Group carbon neutral policy includes the implementation of a carbon management process to improve data collection. We have created an App for office managers to submit carbon-related information and developed a Power BI dashboard for the Group's carbon footprint. Our policy also

involves switching to renewable energy sources to power our offices where possible and as soon as we can access supplies. Already 85% of our UK offices use renewable energy. Measures to improve the efficiency of offices around the world include upgrading lighting to LED systems, refurbishing HVAC systems and turning off equipment not in use. Through internal communication channels and our sustainability forum we review and encourage ideas to save energy. We also review the environmental and sustainability credentials of all utility suppliers as contracts come up for renewal.

As a global business some international travel is necessary, but where practical employees are encouraged to use video- or audio-conferencing systems. We are also working with our travel providers to research the most efficient airlines to give them preference when booking flights. Staff are encouraged to travel by rail travel whenever possible. Our UK car allowances and mileage rates have been frozen over the past 10 years and we use electric/hybrid models when using hired vehicles.

We believe the biggest contribution we can make to tackling climate change is by helping our clients to develop sustainable projects and programmes.

Anti-corruption

Find out more:

[Ethics policy statement](#)

[Ethics homepage](#)

[Expolink whistleblowing system](#)

[PRIDE Values](#)

[Our tax strategy](#)

10 Businesses should work against corruption in all its forms, including extortion and bribery.

We stand squarely against corruption in all its forms and operate a strict ethics policy and code of business conduct.

Our ethics policy is updated to mirror changes in legislation and the stance of governments and business partners. Employees must complete e-learning modules that support our policies. Our goal is continuous improvement and we are focusing on improving anti-corruption monitoring and reporting. In the UK, we are active members of the UK Anti-Corruption Forum.

In terms of taxation, our policy is to comply with all relevant domestic and international laws, rules and regulations. Management of our tax affairs is also consistent with our ethics policy and code of business conduct, which are built around fairness, openness, and honesty.

The Group's code of business conduct also sets out Mott MacDonald's commitments to stakeholders and expected standards of behaviour. In serving the stakeholders of the Group, Mott MacDonald seeks to contribute positively to the economic and social wellbeing of the communities in which we do business. This extends to paying our fair share of tax in those communities on a timely basis.

Open and transparent

Mott MacDonald is committed to being open and responsible in our approach to progressing human rights, labour standards and environmental sustainability, and to tackling corruption.

Our recent Making Connections campaign highlights how our projects have direct and indirect impacts on the UN Sustainable Development Goals (SDGs). Our interconnected approach to the SDGs was reflected in the recent UN Principles of Responsible Investment (UN PRI) report, How infrastructure investors can contribute to SDG outcomes, as an example of considering the interdependent impacts on the goals.

Corporate responsibility underpins the UNGC and we take our corporate duties to be a responsible global citizen very seriously. With offices in 50 countries and projects across another 100, we are working towards a global approach to social responsibility. We acknowledge countries have different priorities and we need to take these on board as we work to share our knowledge to help advance understanding and encourage the take-up of good international industry practice (GIIP) in the areas covered by the UNGC and SA 8000 – the international social accountability standard.

Through our project work we advocate social and environmental approaches that not only meet regulatory requirements but show GIIP in relation to the areas of the UNGC.

In 2020, we launched our new [Group Corporate Social Responsibility](#) (CSR) strategy, which is already shaping initiatives across regions. Through the strategy, we are delivering on our social responsibility policy and connecting our efforts on EDI, sustainability and social inclusion. The strategy focuses on the four themes of charitable giving; industry, innovation and infrastructure; reduced inequalities; and quality

education. Support for quality education to improve lives and develop economies also comes from our education consultancy, Cambridge Education, which promotes global partnerships as an effective way of raising awareness of development issues and changing attitudes, and from our health think-tank Mott MacDonald Health Institute, which works to inform debate and influence policy on international development.

We seek to promote a positive influence on human rights, labour standards, environmental practice and anti-corruption through:

- The advice and services we provide to our customers
- Our supply chain management
- Our business partnerships
- Our involvement in industry bodies
- Our relationships with community organisations
- Our learning and knowledge sharing systems to raise staff awareness of issues

Follow these links to explore further our commitment to sustainability:

[Making connections SDG campaign](#)

[Cambridge Education](#)

[International development services](#)

[In their own words 1](#)

[In their own words 2](#)