



Equality, diversity and inclusion (EDI)

Purpose

The purpose of this policy is to set out our expectation of how everyone who works at Mott MacDonald is expected to uphold our global commitment to equality, diversity, and inclusion (EDI), as also set out in Our Code and global strategy.

This includes our behaviour at work as well as how we communicate and behave outside of work and on social media, especially where we are clearly identifiable as a Mott MacDonald employee.

Commitment

We are committed to complying with all relevant employment and equality legislation and regulation in the countries where we work.

Our definition of diversity means that we seek to promote equality across a broad range of dimensions including, but not limited to:

- Age
- Caring responsibilities
- Caste
- Class/social mobility
- Colour
- Disability
- Gender identity
- Sexual orientation
- Nationality
- Neurodiversity
- Marital status
- Parental status
- Race or ethnic origin
- Religion and belief
- Sex
- Veteran status

We are also committed to having fair employment policies in accordance with local standards and cultures.

Whilst we will show sensitivity to cultural differences wherever possible, we are clear that our commitment to EDI is global. We have a zero-tolerance approach to discrimination, harassment, victimisation and intimidating or offensive behaviour.

Adhering to this policy is a condition of employment and breaches could result in disciplinary action.

Responsibility

An Executive Board member is responsible for this policy, that it is understood and effectively implemented at all levels within the Group.

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.

Our equality, diversity and inclusion team are responsible for providing subject matter expertise and thought leadership, for setting strategy and ensuring that local evidence-based action plans are created and delivered as well as advising HR and others on matters of EDI compliance.

Our Advance employee networks are responsible for raising awareness of key issues relating to specific diversity dimensions, providing safe spaces for employees to share concerns and for providing insights to the business – based on lived experience – of the ways in which the operationalisation of this policy is working well, and where it might need more attention.

Our leaders, line and project managers have a pivotal role to play in upholding this policy and ensuring that our culture is inclusive, and our systems, processes and decisions are equitable.

Everyone is expected to play their part in making our work environments more equitable and inclusive, so that all colleagues are able to perform at their best. This includes our shared responsibility for being allies and respectfully challenging behaviour that is not acceptable.



Equality, diversity and inclusion (EDI)

Everyone is responsible for their own behaviour and for not discriminating against colleagues, clients, suppliers or members of the public. We expect our partners, clients and suppliers to adhere to this EDI policy and Our Code including in the way they manage our staff who are on secondments.

All suppliers of Mott MacDonald undergo external due diligence to ensure that those we work with meet our values, our equality diversity and inclusion standards and comply with international labour policies where applicable.

Approach

Our approach to EDI is set out in our global strategy and playbook as well as in our regional action plans.

The strategy is designed to deliver our EDI Vision which is:

- We will be an equitable organisation where everyone has a chance to succeed. We will achieve more equitable outcomes through fairer, more transparent and open decision-making processes.
- We will be open, welcoming and inclusive, taking a zero-tolerance approach to discrimination, harassment, victimisation and intimidating or offensive behaviour. We will attract new talent and business because we are known for our inclusive cultures, leaders, line managers and behaviours.
- We will actively recruit, develop and value our diverse workforce at all levels. We will take steps to build a diverse supply chain. This diversity will give us the fresh ways of thinking, skills, knowledge and expertise needed to deliver social outcomes in the communities we serve.

- We aim to reduce inequalities through our corporate social responsibility (CSR) efforts which includes working in partnership with local communities to help address systemic and historic inequalities.

We will deliver this global vision using our global EDI playbook and by basing our actions on local evidence and data. Our playbook is focused on hardwiring considerations of EDI into all of our policies, practices, processes and decisions. We will also focus on supporting our people to acquire a core set of EDI skills, knowledge and expertise so that they can play their part in delivering on this policy and our strategy and Our Code.

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

Anyone with concerns about breaches of this policy can raise them through a variety of channels. These include their line manager, HR, the EDI team or anonymously using the Speak Up line. Matters will then be fully investigated in line with our procedures.

A handwritten signature in black ink, appearing to read 'James Harris'.

James Harris
Executive Chair