

Innovation

Purpose

This policy sets out our commitment, responsibility and approach to innovation management for the benefit of our clients, our partners and our employees.

Commitment

The Group is committed to continuous innovation in our projects and operations.

We aim to be a global innovation leader and our level of ambition is for every sector and every region to upscale at least one significant innovation in each region, every year.

Responsibility

An Executive Board director is responsible for this policy and its effective implementation.

The head of innovation is responsible for implementing the innovation strategy with our global sector leaders setting the level of ambition.

Our regional general managers are responsible for the delivery of regional innovation plans and our early career professionals (ECPs) provide the drive to progress the innovation challenges and ideas progression to sustainable outcomes.

Approach

Our innovation strategy sets out our innovation framework based upon the requirements of ISO56002:2019 and updated at least every three years.

Our thought leadership provides the future-focused challenges to develop new capabilities. We build from our sector visions through '**This is the future**' supporting the Sustainable Development Goals.

We nurture a strong intrapreneurial culture, capacity to adopt new ways of working, along with resilience and adaptability to navigate through innovation uncertainty.

We celebrate success through our annual Milne innovation awards and we apply our learning to improve future innovations through our Business Management System.

We measure the development of our innovations using a simple set of metrics based upon the outcomes.



James Harris
Executive Chair