



Climate Change

Purpose

This policy sets out our commitment, responsibility and approach to our climate change mitigation and adaptation.

The policy also provides a framework for managing and disclosing our efforts to strengthen the resilience of our global business, workforce, value chain and communities.

Commitment

We are committed to the reduction of our greenhouse gas (GHG) emissions, building resilience to the physical impacts of climate change, and managing and disclosing our climate-related risks.

Reduction

Our target is to reduce carbon emissions from our global business to net-zero by 2040, with a reduction in scope 1, 2 and 3 emissions of 90% by 2040 (from a 2019 base year).¹

In the short-term, we aim to reduce by 2030 our scope 1 and 2 GHG emissions by 46% and relevant² scope 3 emissions by 28% from a 2019 base year. We will also work with our supply chain to set science-based targets.³

To achieve our targets, we have developed a Carbon Reduction Plan to drive deep reductions across the business. This will be updated annually.

Resilience

Strengthening the resilience of our global business, workforce, value chain and communities is a key goal. We are also committed to working with our clients and peers to adapt to our changing climate and integrate resilience in our projects and communities.

Risks

In accordance with The Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022, Mott MacDonald will disclose our climate-related risks through our annual accounts and strategic report in line with the **Task Force on Climate-Related Financial Disclosures** (TCFD) recommendations.

Responsibility

An Executive Board director is responsible for oversight and monitoring of our climate change policy and commitments.

Both our global climate change practitioners' network and global sustainability network work with our clients, communities and colleagues to drive ambitious climate change outcomes and to mainstream climate change into our work.

Our employees are aware of our climate change commitments, and we have implemented mandatory training on climate change to support wider integration across the business.

1. Our targets have been validated by the Science Based Targets initiative (SBTi) in line with the SBTi Net Zero Corporate Standard.

2. Scope 3 GHG emissions from fuel & energy related activities, waste generated in operations, business travel, and employee commute

3. We aim for 70% of suppliers by spend to have science-based targets by 2027.



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Approach

We support global initiatives that promote more ambitious action on climate change mitigation and adaptation. We are members of the Race to Zero and the Business Ambition for 1.5°C.

We recognise that we have a significant impact through the services and projects we deliver for our clients, and therefore have a responsibility to embed climate change in the work we do. We work with our clients to deliver their targets on decarbonisation, identify climate risks and opportunities and use our expertise to develop innovative technological solutions in our projects. We also act as a convenor to bring our clients and peers together to tackle the challenges they face.

Climate change mitigation and adaptation is embedded in our culture through governance, operations and delivery.

We build the capabilities of our team to tackle climate change across our projects. We do this through mandatory training, webinars and the development of our Climate Change Academy.

We will review and update this policy annually to demonstrate our progress, and ensure it continues to reflect our ambitions.

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

James Harris
Executive Chair