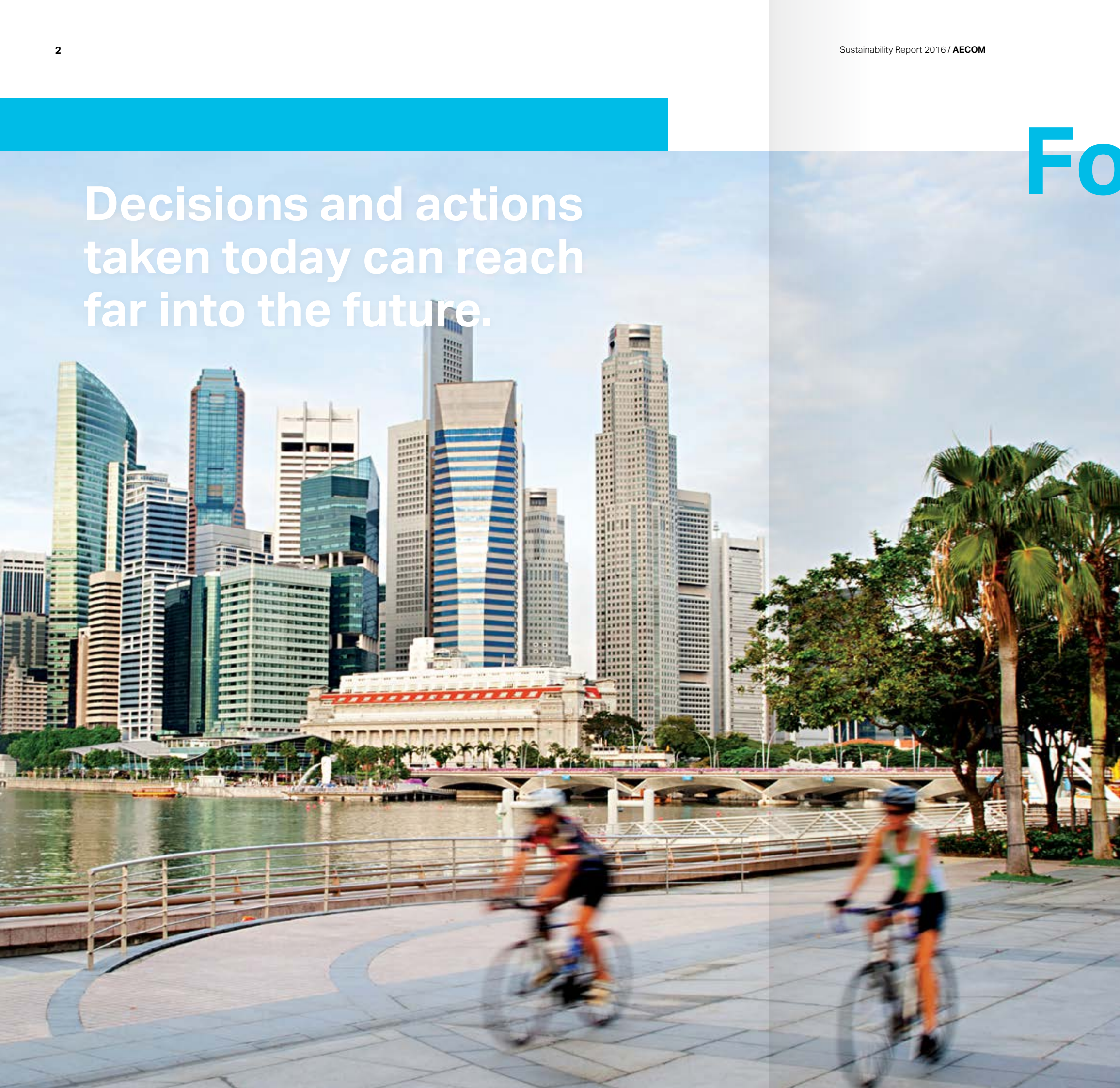


The image shows a multi-story building with a glass facade, heavily integrated with nature. Each floor has a balcony or ledge overflowing with various plants, including green leafy herbs, purple and pink flowers, and hanging vines. The overall effect is a vibrant, living wall. A white geometric graphic, consisting of several intersecting lines forming a large 'X' shape, is overlaid on the right side of the image.

AECOM

Sustainability Report 2016

Asia



Decisions and actions
taken today can reach
far into the future.

Foreword

Working for tomorrow

AECOM's Sustainability Report for Asia reviews the company's operational footprint in the Greater China and South-east Asia regions along with our efforts to mitigate negative social and environmental impacts in the workplace.

Asia is the world's fastest growing region in terms of urban development. By 2050, more than two thirds of Asia's population will be living in cities.

In Asia, we live and work in over 20 major cities, with each office having a commitment to sustainability through the monitoring and reporting of waste, travel and energy use.

In this sixth edition of the report, we also explore the views of our employees and the ways in which we can deploy innovation to achieve sustainability within and outside of the company.

AECOM in Asia is proud to embrace our mission, 'built to deliver a better world' through the projects we carry out, the way we deliver them, and the manner in which our people go beyond their work to serve their communities



Our Core Values

It's one thing to imagine a better world. AECOM was built to deliver it.

Our values define who we are, how we act and what we aspire to:

Safeguard

We operate ethically and with integrity, while prioritizing safety and security in all that we do.

Anticipate

We understand the complexity of our clients' challenges and help them see further.

Collaborate

We build diverse teams that connect expertise to create innovative solutions.

Deliver

We grow our business through operational excellence and flawless execution.

Inspire

We develop and celebrate our people, and elevate the communities we touch.

Dream

We transcend the industry by reimagining what is possible – and realizing it.



About us

AECOM operates throughout the globe, working with clients, communities and colleagues to develop and implement innovative solutions to the world's most complex challenges.

We are engaged by public and private sector clients to design, build, finance and operate infrastructure assets . As leaders in all of the key markets that we serve, including transport, facilities, environmental, energy, oil and gas, water, high-rise buildings and government services, we seek sustainable and innovative solutions to achieve transformative outcomes



Overview

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Connecting sustainability and innovation

The Sustainable Development Goals or SDGs were established in September 2015. One of the goals (no. 9) points to the relevance of innovation and infrastructure, where the target is to build resilient infrastructure, promote sustainable industrialization and foster innovation.

Mankind's ingenuity in working with nature and creating environment and people-friendly urban centres has never before come under more intense pressure. AECOM's more than 8,000 employees in Asia are testament to how design, planning and engineering skills are being stretched to create new solutions to tackle new problems for our clients.

We have been involved in numerous projects in Asia, big and small, that are designed to solve these issues or to revolutionize the local landscape, whether it's creating a community-sensitive waterfront in Kuala Lumpur, developing a deep tunnel sewerage system in Singapore, embedding sustainability into a building in Beijing or harnessing the use of geothermal energy in Indonesia. To nurture a culture of innovation, as well as to respect the sustainable development needs in our communities, we must not just apply our thoughts and actions to the needs of clients but also to the sensitivities of the communities and the different stakeholders we serve. In other words, "walking the talk" is just as important.

What is innovation at AECOM?

We must strive to improve on old ways, make the breakthroughs that uplift the profession, and channel our efforts towards technical excellence for a better future.



Graphic source: <https://sustainabledevelopment.un.org/sdgs>

2

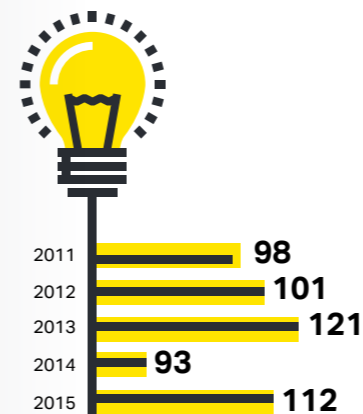
Measuring for improvement

Each year, AECOM in Asia reports on the environmental footprint of our offices. We track our electricity consumption, paper usage and air travel (in km). In doing so, we can see whether our gross revenue earned increases or decreases with the footprint we impose.

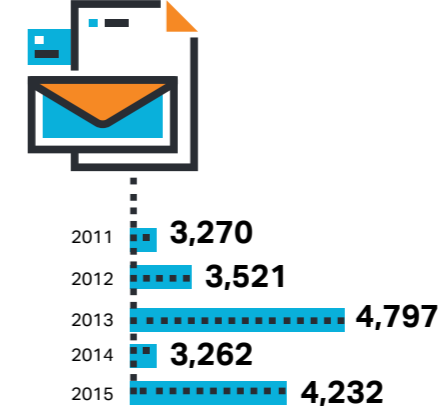
This year, we are pleased to announce that our gross revenue increased per energy consumed, paper used and air km traveled by 20.4%, 29.7% and 57.1% respectively from the previous year's results.

This means we are increasing our value using less resources.

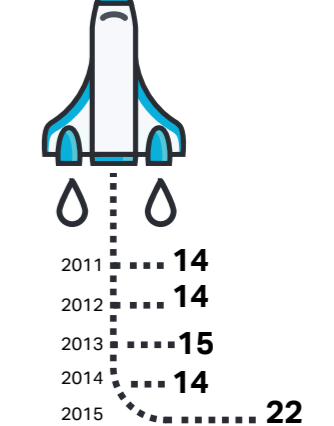
GR / unit electricity consumption (\$ / kWh)



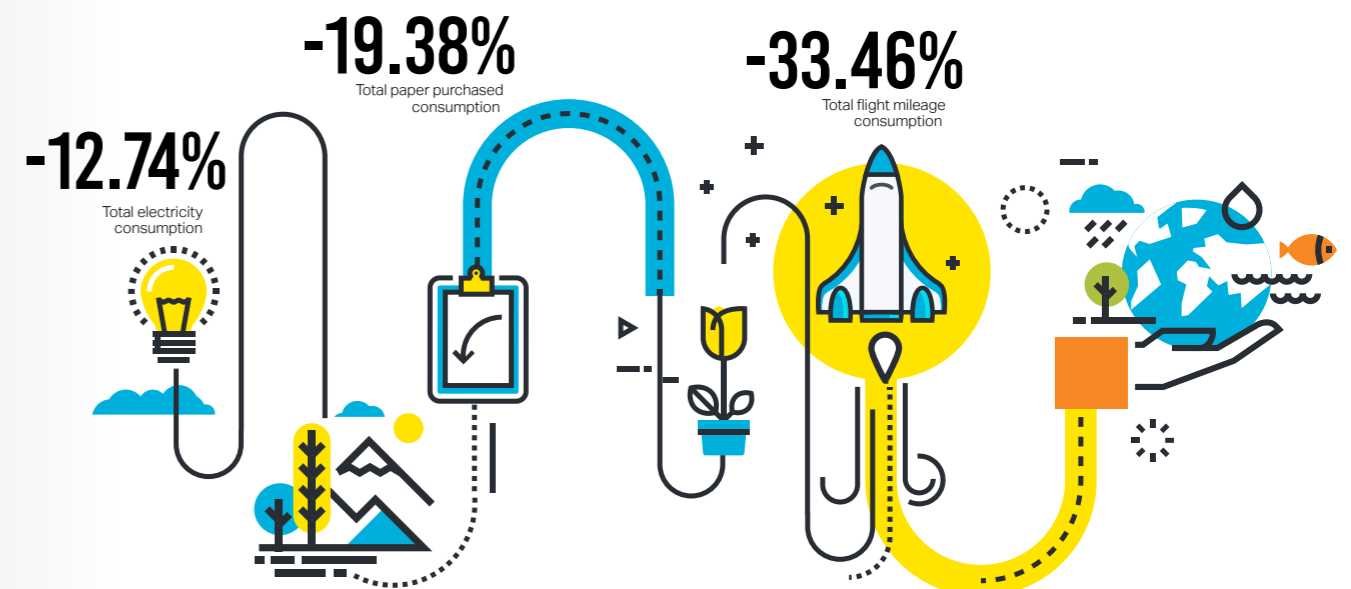
GR / Paper consumption (\$ / kg)



GR / flight mileage (\$ / km)

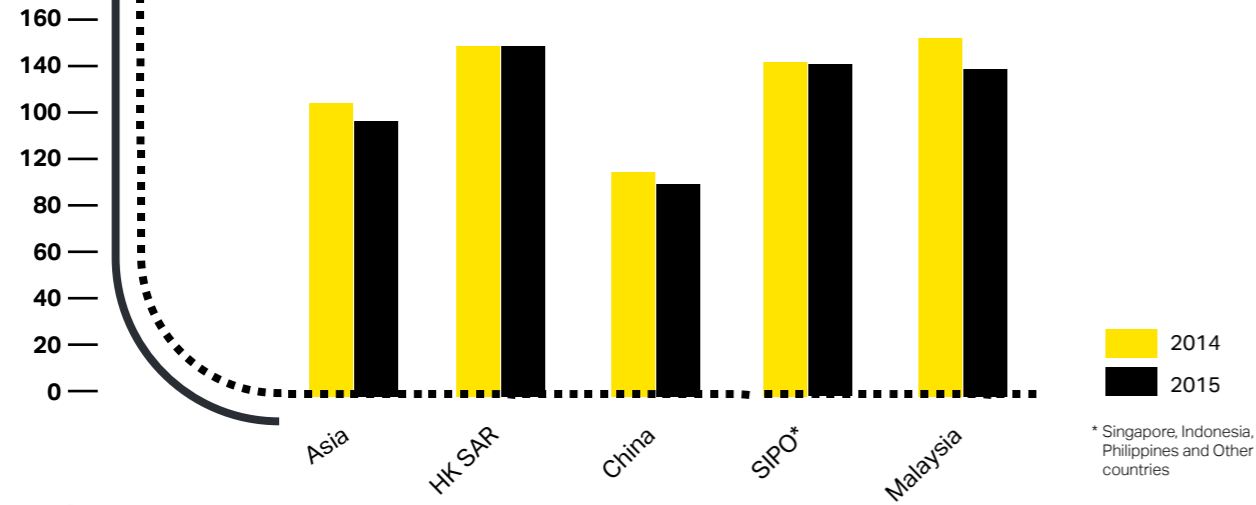


We have reduced our environmental footprint by:





Reducing our electricity footprint Electricity consumption (kWh / capita)



Innovation

AECOM's office in Guangzhou, China, was awarded the LEED Silver certification in 2011, making it the first AECOM office in the Asia region to attain this prestigious status.

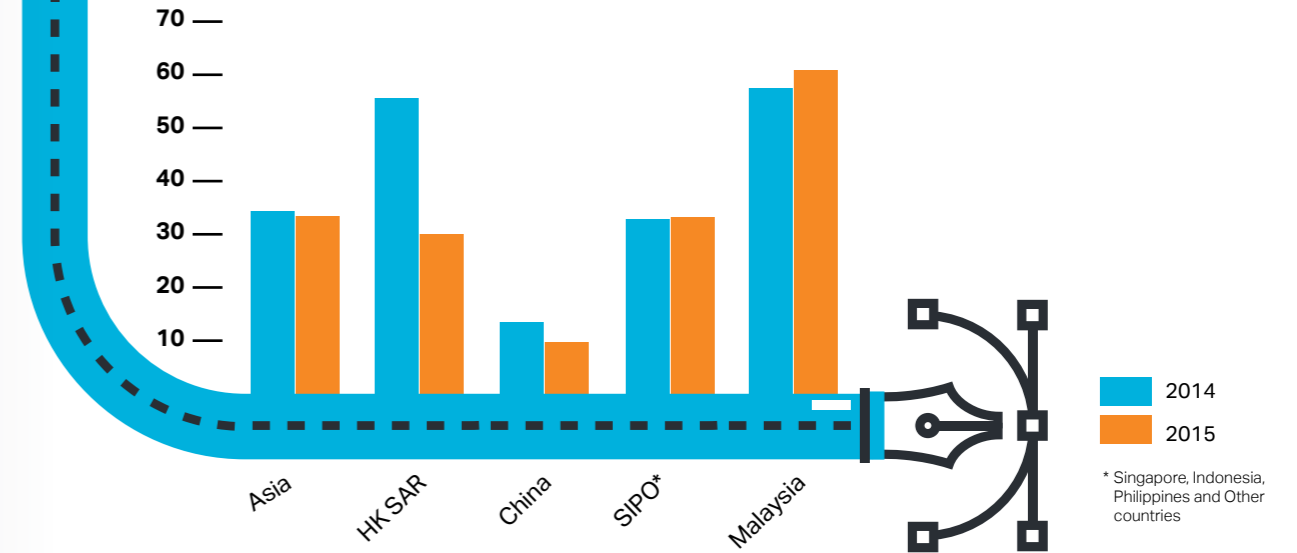
The Guangzhou office was designed to achieve green office certification as a way to convey that sustainability is a key part of our corporate culture in both our services and our daily practices. As the office is located on one of the top floors of the building, with both sides lined with large floor-to-ceiling windows, the design takes advantage of these attributes to allow in natural daylight and create beautiful vistas. Similarly, meeting room wall partitions are made of clear glass to ensure uninterrupted views and allow in sunlight. Energy efficiency was also considered in the design. The office space

was divided into zones and separate lighting controls are provided in each zone, ensuring that lights are on only when needed.

Thanks to the successful outcome of this fitout, similar approaches are adopted for new AECOM offices.



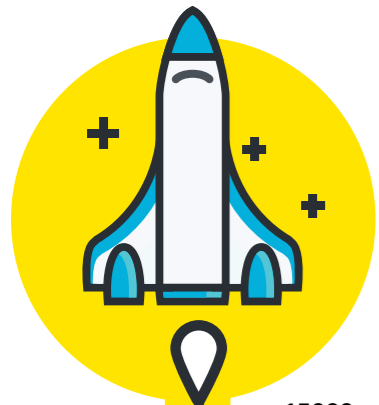
Reducing our paper footprint Paper consumption (kg / capita)



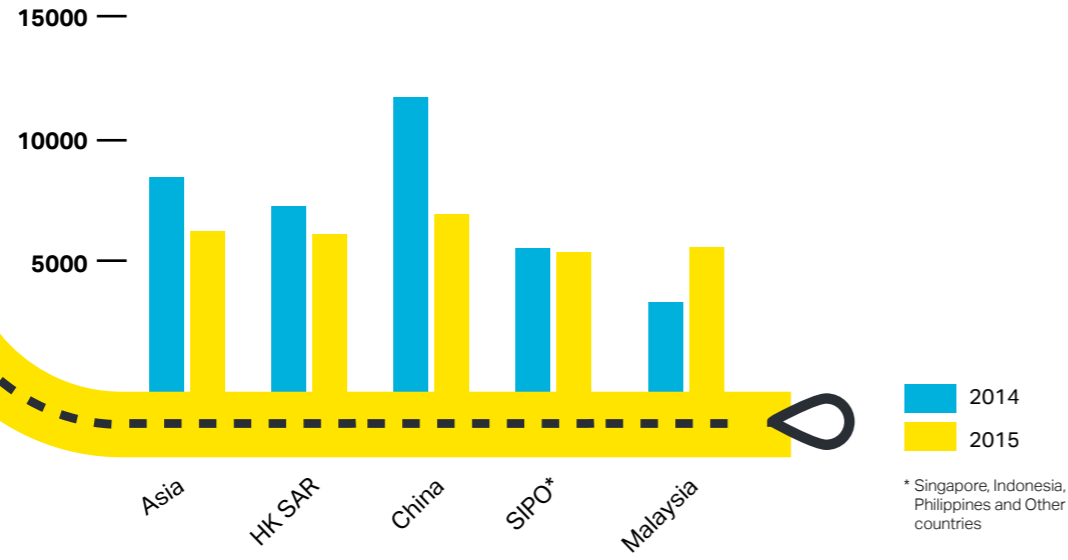
Innovation

On average, we have managed to reduce paper usage across the region. Since 2011, all AECOM offices in Asia have installed a user ID-based printing system in which the employee has to go to the printer to log in on the control panel in order to get the requested print out. This has significantly reduced unwanted print outs. In AECOM's Hong Kong office, the largest in Asia, and the first office to use this technology this has resulted in significant cost savings as well as paper reduction. Other measures deployed include the default settings of doublesided and black & white printing. Many of our offices are coming up with ingenious ways of re-using 'scratch paper' i.e. paper that has only been used on one side. In Malaysia, paper usage has shown an increase from 2014-2015 due to growing demand from specific client sectors but hopefully this will be reduced through our proactive efforts in managing consumption.





Managing our air travel footprint
Air Travel per staff (km / capita)



* Singapore, Indonesia, Philippines and Other countries

Innovation

Air travel has reduced significantly, particularly in China, thanks to the usage of technology. Meetings can now be conducted via tele-conferencing and WebEx. AECOM introduced Microsoft's Lync system in 2010, making teleconferencing and communication easier while saving the company substantial costs in telephone charges and air travel.

Malaysia's air travel increased in 2015 due to the setting up of new major projects. Our travel footprint should be lower in the coming years.



3

The community commitment

AECOM continues to be at the forefront of thought leadership in sustainability. 2015 was no exception. Over the last year, our thought leaders presented at a number of events and conferences such as:

- RISE Manila Launch The RISE initiative is a global response that AECOM is part of to unlock the potential for the public and private sectors to take leadership on disaster risk reduction.
- UN World Conference on Disaster Risk Reduction, Sendai Japan
- IAIA15 - IMPACT ASSESSMENT IN THE DIGITAL ERA. Assessing Climate Change and Natural Disaster Impact on the Urban Area, Florence, Italy
- Institute of Chartered Engineers, Hong Kong Annual Seminar 2015, Thinking out of the Box in Infrastructure Development and Retrofitting
- Hong Kong Institution of Engineers Annual Forum The Future Directions and Breakthroughs of Hong Kong's Environmental Industry
- Bases and Camps Development Authority, Manila. Judging panellist for the Developments of Clark Green City, Philippines
- 17th International Surveyors' Congress, Royal Institute of Surveyors Malaysia Global Trends and Opportunities for the Surveying Industry



The APAC Sustainability Challenge

The APAC Sustainability Challenge seeks to sponsor innovative ideas from our staff to translate into action. The ultimate winner based on successful and sustainable outcomes receives prize money to embed the project in the community. In 2015, we shortlisted 4 ideas which included sustainability education of remote rural communities, sustainable food supply, rainwater harvesting and sustainable transportation.



Kobo Village Community Learning Centre, Papua New Guinea

Kobo village is a remote community located in Papua New Guinea, and accessible only by boat. The region faces a range of social issues such as illiteracy, inadequate sanitation and hygiene, HIV / AIDS, breakdown of law and order and gender-based violence.

AECOM worked with SEED Foundation to identify this community as one that needed assistance. Our collaborative efforts will help SEED Foundation seek funding for further community development activities here.

There is a need to educate villagers on recent changes in national laws, good governance, issues on violence against women, human rights, climate change and other social challenges that tend to accompany development.

Once the villagers are educated, they may accept the need for change, as well as good clean water supply and schooling for their children. The village also requires sustainable projects such as fish ponds and farms.

AECOM is proposing to establish a community learning center to facilitate educational initiatives, provide a meeting place for the villagers and serve as a library and classroom for elementary and primary school children.



Urban Community Empowerment Through Hydroponics, Indonesia

With rapid population growth, large cities are facing challenges such as the increasing need for sustainable food supply. It is not possible to apply conventional agriculture solutions in major cities, so a modern farming system that can be applied is hydroponics.

Hydroponics is not new in the world of agriculture. However, the potential for hydroponics in the major cities of Indonesia, especially Jakarta, is still huge. So far, the acceptance of hydroponic farming is very low.

In urban areas where only narrow pieces of land exist, hydroponic farms can be a solution. They can be cultivated on the roof or in house yards. In fact, the actual number of cultivation plots could be multiplied by up to 5-6 times, because this system can be stratified. In addition, hydroponic farming could be better for health because its produce is more hygienic than that of conventional agricultural products and free from chemical pesticides.

This hydroponics program is a community empowerment program initiated by AECOM in Indonesia to provide economic independence for the community. The program is not only anticipated to improve welfare, but the team also expects this community development program to have a multiplier effect, which includes educational benefits, especially for the younger generation.



One Million Barrels Project: Rainwater Harvesting and Filtration Systems, Philippines

This proposed project is called the 'One Million Barrels Project'. Our objective is to develop a concept plan and design for rainwater harvesting and filtration systems, which will collect rainwater during rainy seasons and treat the collected water for domestic use. AECOM in the Philippines aims to develop a pilot site and extend it to a large-scale project in partnership with non-government organizations. The pilot site is the Habitat for Humanity site in Brgy. Tanza, Navotas, Metro Manila. This site was selected as a study has shown that the wet season here brings heavy rains, which is sufficient for harvest. A detailed water balance will be conducted to calculate the full efficiency of the proposed project.

The success of the proposed pilot project will benefit families in Habitat for Humanity's socialized housing scheme. Although the site has a piped water system, there are issues with regards to the costs faced by the low-income community. Besides being an alternative source of water during the dry seasons, the community can save money by utilizing rainwater for their general washing, toilet flushing and gardening needs.



Rongomai School Cycle Track, New Zealand

Rongomai Primary in Auckland, New Zealand, is a low decile school situated in South Auckland and relies heavily on grants and pro bono work from partners in the community. The majority of its students are of Maori or Pacific Island descent. Bike ownership and access levels are approximately 30% at low decile schools compared to high decile schools which is above 75%.

The Rongomai Primary School Cycle Programme began in 2014. It is strategically aligned with the New Zealand Transport Agency's behavioural change national strategies as it formed a partnership between Auckland Transport, AECOM NZ Ltd and Rongomai School.

AECOM in New Zealand donated 30 bikes to the school while Auckland Transport paid for AECOM volunteer staff to undertake Level 1 Cycle Instructor training and provided road markings and signs. BikeOn Charitable Trust supplied 100 helmets. On the last Friday of every month, AECOM volunteers hold three 1-hour cycle instructor sessions.

Rongomai School and AECOM have been exploring improvements to the current programme, including the possibility of designing and building a small cycle track on the school grounds. A cycle track would enable the students of Rongomai to practice newly learnt skills in a safe and controlled environment. The school has allocated a portion of land for this project. There is potential for AECOM to undertake the planning and design of the project as well as for forming new partnerships with sub-contractors to complete it.



4

What do our employees think?

Each year, AECOM conducts a survey in Asia on what employees think about sustainability. This year we conducted an online survey throughout the Greater China and SE Asia regions involving close to 1000 people. This survey helps us raise awareness, identify gaps in capacity and consequently help us as a corporation to try to improve and learn new ways of doing things more sustainably. Such proactive endeavours are becoming more important to clients worldwide.

This survey has shown that the majority of employees recognize the value of sustainability in our work as a differentiator and a means to serve clients better. They acknowledge that sustainability will become more important in the future and a large majority want to help the company improve its environmental footprint.



992 employees
Total number surveyed

M2&M3 Bands
(Project Engineer/ Consultant grade to Technical Director)

144 employees
Number of responses

14.5%
% of responses

Highlights



60%
of our employees talk to clients about how AECOM sees sustainability, because this is our differentiator



45%
think that our clients consider AECOM to be a leader in the field of sustainability



43%
of our employees can give practical examples of AECOM initiatives aimed at addressing sustainability like climate change and environmental issues.



63%
disagree that they will prefer not to raise sustainability with clients in case this increases project costs



51%
of our employees think that our clients require us to consider sustainability in our projects.



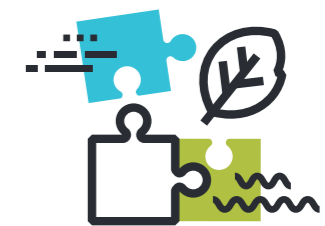
77%
agree that having a good understanding of sustainability issues, enables them to offer clients more sustainable outcomes in their projects



74%
agree that embedding sustainability considerations like long term climate issues and carbon footprinting into client advice are key to the future success of the company.



74%
agree that understanding government sustainability policies and initiatives relevant to AECOM's business are important to identify opportunities.



73%
would like to be connected to more in-house specialists who have an understanding of sustainability issues so that they could be included in proposals and project teams



84%
wish that the company could provide more training to show how sustainability and their disciplines are related.



64%
state that their line managers support them if they take time to learn more about sustainability or take part in sustainability-related employee engagement initiatives.



87%
are committed to doing their part to help AECOM address its sustainability issues and reduce its carbon footprint.

[We should] promote more sustainable technologies and not only focus on concept and strategies.

Speaking out for sustainability

As part of our annual survey, our staff were invited to give their views on sustainability. Here are a few comments :

“

The company should allow some local employees who are in this field to attend training on this topic and in return, this person can provide support for the local team. The company needs to bear in mind that every country has different laws and standards.

Marketing sustainability to Clients is difficult. More often than not, services related to sustainability come down to both service cost and cost of construction.

If we don't apply basic sustainability practices in our day-to-day office lives, selling sustainability options to clients is not going to be prioritized, sincere or effective.

Some companies are using sustainability as a means to differentiate and increase future success of their company. This is an opportunity for AECOM but requires a significant change in our attitude to sustainable practices at the office- and project-level.

”



Employee Engagement activities

At office level, we empower our staff through employee engagement. Here are a few examples throughout the region :



Shanghai



Design of the times

Creative sparks fly when experts and up-and-coming budding designers interact. AECOM recently had the chance to host 100 young designers from various universities and design companies at our Shanghai office. They were there to attend the Master Open Class, a part of the 2015 Young Bird Plan Design Competition.

Jakarta



Adopt a plant

Enclosed office spaces can be stifling and may contain indoor air pollutants which pose health risks to those who experience prolonged exposure. To provide a pleasant and healthy working environment for staff, AECOM's Jakarta office rolled out a green office initiative – 'Adopt a Plant'. Staff can adopt a potted plant of their own choice and a special prize awarded to the owner of the 'best plant'. Besides improving air quality, the plants also provide a pleasant environment allowing our staff to accomplish more with less stress.

Taiwan



Seeding future design talent

AECOM has been making efforts to nurture young talents. The Seed Internship Program in Taiwan is one of the recent examples. Eighteen interns were selected out of 200 applicants from various international and local universities to attend a two-month program organized by AECOM in Taiwan.

Manila



Sweet stuff

AECOM in Philippines partnered with KRIS Foundation for a program called 'Sweets for the Holidays' to organise parties for orphans. Volunteers from the Manila office visited the Holy Family Home Foundation over a weekend to spend time with the orphans. "The joy and smiles on the children's faces will be forever etched in our hearts. I will continue to engage in this to show our love and keep the parties going," a volunteer said.

Hong Kong



A borderless world

Médecins Sans Frontières (MSF) Orienteering Competition 2015. As part of the AECOM staff members stepped out to experience MSF's life-saving activities and to raise funds for the organization. The competition allows participants to experience the challenges faced by MSF's fieldworkers when they walk through some of the world's most testing environments to provide medical aid to patients in the frontline. A sum of USD 5,700 was raised by the HK team. Such funds will enable MSF to respond to emergencies promptly and efficiently, while maintaining their independence, which is critical in gaining access to patients in war zones, volatile areas and some of the world's most inhospitable places.

Hong Kong



Reef check

AECOM's commitment in protecting the natural environment was demonstrated through Reef Check, a voluntary program that aims to keep track of the coral reefs in Hong Kong. AECOM in Hong Kong played a significant role by forming a team of divers to obtain data on the status of the coral reefs to encourage good management practices. This is AECOM's seventh year participating in this initiative.

Kuala Lumpur



SPCA space

A high quality rejuvenation space is beneficial to both humans and animals. AECOM Malaysia recently partnered with the Society for the Prevention of Cruelty to Animals (SPCA), to create a space for rescued strays to call home. This activity aims to upgrade the existing SPCA facility in Selangor state by enhancing the external landscape. Working with Watson & Hastings and Landskap Malaysia, our team provided the design plan for a lush and stimulating environment for animals, shelter staff and volunteers. In addition, the team also dedicated weekends to give on-site support. Together with student volunteers, we planted more than 350 tree saplings on this site.

Beijing



Special gifts

Many people in rural China, especially in the Tibetan region, need support due to poverty. As a follow up to the "Let's Wrap for a Cause!" initiative in 2014, the Beijing office organized another donation drive to encourage colleagues to make a difference for the rural communities. Employees collected cash donations and items such as cold weather clothes, stationery, toys and books for poor children in Tibet. This was a wonderful opportunity for the employees in the Beijing office to extend their generosity outside corporate initiatives and give back to the community.



Taiwan - Sending future design tale



Hong Kong - Reef Check



Hong Kong - Médecins Sans Frontières (MSF) Orienteering Competition



Hong Kong - Reef Check



Malaysia - SPCA Space.



Jakarta - Adopt a Plant



Meet our sustainability champions

AECOM's sustainability efforts are made possible through our network of champions. We pay tribute to the individuals who have made the difference.



Audia Kusuma is a senior environmental consultant who has been with AECOM Indonesia for more than three years.

Sustainability Initiatives: "The initiatives that I am doing in my work and my projects engage many people from different business lines and with different skillsets. So, our combined work leverages on their individual knowledge of sustainability which will be more valuable and meaningful."

Personal Goal: "...to develop a sustainable living environment without destroying the environment through economic growth."

Points to Ponder: "Sharing of knowledge on the advantages [of sustainability] which can be applied in daily work or daily life is one of the many strategies that will help me on this journey."

Audia Kusuma, Indonesia



Asi Ooraikul is the managing director of AECOM Thailand Office. He has been with AECOM since 2001.

Sustainability Initiatives: "I started getting involved with sustainability-related projects in 2007. All projects we are doing in our business line are for a better environment, either to clean up the mess humans made, to creating a well-informed development and design plan that minimizes impacts to the environment. I love to do this because it is our way to give back to Mother Nature. And there is no other channel we can maximize our involvement, but through AECOM."

Personal Goal: "Sustainability starts with ourselves and our lifestyles. To me, I think of how I used to be able to drink rainwater collected from the rain gutter at my mom's house when I was little or went outside with my neighbour friends to catch mud crabs that came from the drain pipe after heavy rain. And that drives me to take that first step all the time. Think of what you want your children and grandchildren to see when they arrive to this world. And you may feel what I feel."

Points to Ponder: "We need to strive to move from good to better and to the best practice. Even with the best today, there is always a better best tomorrow. We cannot stop improving the way we utilize the resources through conservation as well as restoration to cure the damage that we have done in the past."

Asi Ooraikul, Thailand



Rina Onishi has been working for AECOM Japan since 2011.

Sustainability Initiatives: "I work for the Environment team but before doing so I was involved in developing sustainability visions, policies, and roadmaps to conduct business in a sustainable manner, which enabled me to look at various global environmental and social issues. Different perspectives from different groups of people lead to innovative mindsets and actions. In my spare time, I help out an organization assisting the recovery of the Tohoku earthquake that occurred in 2011."

Personal Goal: "...the key is to be sustainable yourself"

Points to Ponder: "Nothing is sustainable if you yourself don't have the interest in what you pursue. There are so many different opportunities and options, so explore what is out there, understand what your interests are, and it's ok if your interests change. There are so many committed people doing so much to make the change, but don't pressure yourself too much, as different people contribute differently ..."

Risa Onishi, Japan



Wang Hong started his career in AECOM China 10 years ago to set up the building sustainability department in legacy Maunsell Asia.

Sustainability Initiatives: "As a practice leader, I work with clients to promote sustainability concepts. I partner with people from different disciplines to deliver design and engineering solutions. Many of my clients are innovators and early adapters so we have to provide the most cutting edge ideas, concepts, and technology. That is the value we add."

Personal Goal: "Be practical as well as generous in your ideas. Keep your eyes on the stars, but remember to keep your feet on the ground."

Points to Ponder: "For me, sustainability raises environmental consciousness and social responsibility. However, on the money side, few companies truly plan to invest heavily in this aspect."

Wang Hong, China



Judy Pan has worked in AECOM Taiwan for 5 years as a senior administrative officer.

Sustainability Initiatives: "I like outdoor activities and I have been a volunteer in World Vision. When the Taiwan office introduced the office for corporate sustainability, I joined the team to provide data and support CSR work. Since then I know more about other regional activities and we try to push our office to connect to other areas through more employee engagement activities and figuring out ways to remind colleagues how to save energy as best as they can."

Personal Goal: "I have two children and I try to educate them such as less use of papers or tissues, plastic bags, straws etc. Basically, I think education is the best and long-term way to advocate environment protection or social responsibility."

Points to Ponder: "Some people may think that our daily work load is too heavy to deal with other things, but it is important to experience other matters in life besides work especially environmental protection or other related topics. There are still things you can do."

Judy Pan, Taiwan



Helen Hu is a senior environment, health and safety manager who has been with AECOM for nearly 10 years.

Sustainability Initiatives: "In the past five years, I have coordinated a volunteer team to support the Shanghai Youth Deaf-Mute School. I am also keen on Nature Education, Environment Education, Sustainability Education and Social Learning."

Personal Goal: "As a mother of two young children, I am a parent school volunteer leading a child health program, a nature education program, and the 3-year school plan. It starts with some minor practice and grows as you get more engagement and support."

Points to Ponder: Find something you are really passionate about and love to do. Practice, no matter if it is minor or big, it will shape what we believe in and get more support. Lastly be positive and rethink, somehow, we not only need to do things better, we also need to do better things. In the end, keep learning and sharing!"

Helen Hu, China



Bernice Lacuata is the quality assurance manager for the Philippines and Thailand offices.

Sustainability Initiatives: "I've been actively involved in greening the office by setting up and promoting environmental programs on waste segregation and reducing consumption of paper, electricity and water. I've also been involved in organizing the Sweets Party in three orphanages, to bring smiles to the faces of orphans."

Personal Goal: "I love helping out and I am keen to promote sustainability and social responsibility in the office."

Points to Ponder: "For me, every action we take counts, no matter how small. Think and act with sustainability in mind."

Bernice Lacuata, Philippines



Seetha Raghupathy has been working for 4 years as a Senior Urban Designer in AECOM's Singapore studio.

Sustainability Initiatives: "I believe that sustainability is at the core of well designed, smart and adaptable towns of the future. Given my master planning and urban design background, I was drawn to the myriad benefits of espousing sustainability early on in the design process which led me to involve myself in related projects and initiatives."

Personal Goal: "While I do not consciously practice a sustainable way of life, I follow its value systems from minimizing food wastage, recycling materials where possible and choosing non-motorized modes of transport/public transit for my commuting needs. I have gained immensely through the process and hope to contribute to the community through my chosen profession and I can vouch that it feels fulfilling and rewarding!"

Points to Ponder: "I firmly believe that sustainability is linked to innovation. As cities increasingly move in the direction of resource efficiency, competing demands will necessitate innovations across disciplines. The sustainability factor of these ideas and initiatives will be a prime consideration – not only because it will increase credibility but also given it will respond to the 21st century concerns around resilience."

Seetha Raghupathy, Singapore



Sandy Lam is a senior HR shared services specialist based in the Hong Kong office.

Sustainability Initiatives: "I joined the HK Employee Engagement community committee in 2013. My first task was to organize volunteer work with NGOs for AECOM staff. Furthermore, I've participated in the mobility equipment (wheel chairs) loan service volunteer for Red Cross."

Personal Goal: "It is always my pleasure to contribute to assist those in need directly. I am currently the main contact person in AECOM for the Red Cross program, and I assist in recruitment for volunteers as well as providing volunteer services for the Tuen Mun hospital."

Points to Ponder: "I believe that volunteering is a good opportunity to contribute to the society, explore the volunteer world and discover your ability other than work. It is definitely a benefit in achieving work and life balance."

Sandy Lam, Hong Kong



Katie Lowe is a civil engineer in the civil infrastructure team in Sydney. In 2015, she was afforded the opportunity to be seconded to Hong Kong on the AECOM APAC Young Professionals Exchange Program.

Sustainability Initiatives: "I like to think that every project that I do should consider sustainability as a core principle. Sustainability to me is not merely about adopting new technology to more efficiently use resources (e.g. water and energy efficient technology), it is also about designing your processes, projects and cities to be flexible and adaptive so that they generate value both now and into the future."

Personal Goal: "I devote my time to programs that encourage people to actively engage with sustainability-related projects because I'm a strong believer in the potential of every individual to make a positive difference. I am aware that there is still much more I can do to improve the impact of my global footprint, and as such I am always open to adopting new lifestyle practices where I can."

Points to Ponder: "For others, my advice would be to educate yourself – talk to people that inspire you, read widely, and actively engage in local and global issues that interest you. Also, spend some time reflecting on why you chose the career path you did, and what sort of impact you would like to make in the world."

Katie Lowe, Sydney



Richard Reamer originally trained as an architect and came to AECOM's office in Kuala Lumpur for the River of Life project in 2013.

Sustainability Initiatives: "Having been back and forth to Kuala Lumpur for the last 16 years, the project absolutely captivated me. After years of seeing single site projects that chipped away at the urban fabric of KL, to see an altruistic project of restoration within the urban infrastructure is truly something I wanted to be a part of. For me, this is what sustainability is all about."

Personal Goal: "Sustainability in the developing world is frankly quite difficult, there is a rush to modernize and often sustainability is critically compromised, so much of what I do is about education and being an influencer...educating the client, the public and those who have the power to effect change."

Points to Ponder: "My advice to others? Think global act local. It's almost a cliché, but it really is true. It all starts at home, small scale and every bit helps."

Richard Reamer, Malaysia



Fenelyn Nabuab has been with AECOM Philippines for almost five years as an environmental scientist specializing in Aquatic Ecology.

Sustainability Initiatives: "I grew up in a coastal community, which kindled my interest in the environment and inspired me take a degree that will make me work close to nature. Because of the nature of my work I am able to actually see the bigger picture of our environment and the communities are currently in. I know I cannot save them all but at least if I help one I can start to make a change."

Personal Goal: "I believe that we can commit to embody sustainability through simple actions such as turning off faucets that are not in use, throwing garbage in their proper bins, recycling gray water for other uses, plugging out appliance that are not in use, bringing own shopping bags in supermarkets and grocery stores, etc."

Points to Ponder: "...we can't change the world in its entirety but we can change ourselves and influence others. If we can do it individually, we can start to change the world one person at a time."

Fenelyn Nabuab, Philippines



"It all starts at home, small scale and every bit helps."



5

The future focus

1 Recognition

- Further pursuit of ISO 14001 certification for our offices in Greater China and Southeast Asia.

2 Operational excellence

- Bringing in all legacy offices into the office performance monitoring.
- Further efforts in the negotiations of our leases to reduce operating costs through greener and sustainable office performance.
- Continuing to encourage our offices to identify high-carbon components in operations through self-audits and to address those components identified.
- Establishing procurement guidelines on sustainable certified products.


3 Employee outreach

- Increasing staff awareness through dissemination of useful information and enhanced employee engagements.
- Setting up two more Time Bank projects.

4 Thought leadership

- Promoting thought leadership by raising our profile in regional and national policy discussions.



A photograph of a modern building facade featuring a vertical garden. The building has large glass windows and balconies. The balconies are overflowing with various green plants and flowers, creating a lush, green wall. The sky is visible through the glass windows. The overall scene is bright and vibrant, showcasing sustainable architecture.

About AECOM

AECOM is built to deliver a better world. We design, build, finance and operate infrastructure assets for governments, businesses and organizations in more than 150 countries. As a fully integrated firm, we connect knowledge and experience across our global network of experts to help clients solve their most complex challenges. From high-performance buildings and infrastructure, to resilient communities and environments, to stable and secure nations, our work is transformative, differentiated and vital. A Fortune 500 firm, AECOM had revenue of approximately \$18 billion during fiscal year 2015. See how we deliver what others can only imagine at aecom.com and @AECOM.