
Human Rights Statement

AECOM is committed to advancing human rights across the globe, not only through the work we deliver but also from how we deliver it. Since 2012, AECOM has been a participant in the United Nations Global Compact (click to view [AECOM's Letter of Commitment](#)), an international initiative for businesses committed to aligning their operations and strategies with universal principles on human rights, labor, the environment, and anticorruption. We also adhere to the fundamental human rights set out in the International Bill of Rights and the International Labor Organization's Declaration of Fundamental Principles and Rights at Work. We view our responsibilities with respect to human rights as an extension of our purpose: Built to deliver a better world. Our approach is embedded in our policies and practices and is inspired by our employees, who make a positive and tangible impact in communities across the world every day by transforming the built environment to operate more efficiently and with greater accessibility for all who use it.

Scope

AECOM's human rights responsibilities begin at home with how we treat our own employees and then extend across our markets to include our clients, external partners, and community stakeholders. Our emphasis on human rights starts at the top of our organization, with Board approval or senior executive sponsorship of our policies and commitments that make up AECOM's human rights program. AECOM's [Code of Conduct](#) and [Sustainable Procurement Policy](#) make clear that our commitment to human rights, anti-discrimination, and global labor standards extends to the third parties we work with, including joint venture partners, subconsultants, vendors, suppliers and other business partners. We communicate these requirements to our third parties and require them to commit to these principles through contract terms, adoption of supplier codes of conduct, and certifications.

Principles

AECOM's human rights program, which is established in our [Code of Conduct](#) and reinforced in other global and regional policies and procedures, requires adherence to fundamental human rights, including but not limited to the following:

- *Child Labor*

As part of our commitment to our global community, we uphold individual human rights and follow employment laws in all the locations where we conduct business. Other than through apprenticeship programs or other educational engagements, AECOM does not employ individuals who are under eighteen years of age. Our supplier codes of conduct prohibit our third parties from using child labor or being complicit in its use through their suppliers.

- *Corruption*

Recognizing that many human rights abuses are tied to corruption, AECOM views its anticorruption efforts as an essential part of our human rights program. AECOM's [Anticorruption Policy](#) addresses a variety of anticorruption issues, including bribery and kickbacks, facilitation payments, gifts and entertainment, hiring concerns, collusion and bid rigging, fraud and misrepresentation, and coercion. It also sets out AECOM's global requirements with respect to third party due diligence, contracting, and third party auditing and monitoring.

- *Forced and Compulsory Labor*

AECOM strictly prohibits forced or compulsory labor, human trafficking, or any other form of modern slavery. AECOM's [Anti-Human Trafficking/Modern Slavery Policy](#) elaborates on our commitment to adherence to international labor standards and the eradication of forced labor and establishes our expectations of our employees and third parties. It describes specific prohibited conduct, requires that suspected violations be reported and investigated, and states that violations could result in discipline or contract termination. Our annual [Modern Slavery Act Statement](#) provides further details about AECOM's efforts to combat human trafficking and modern slavery.

- *Freedom of Association and Collective Bargaining*

As part of our commitment to the U.N. Global Compact and International Labor Organization Principles, AECOM respects employees' rights to freedom of association and to join collective bargaining organizations. We work fruitfully with our represented employees through labor unions and works councils in the U.S. and abroad as part of our efforts to ensure that all employees are treated fairly and equitably.

- *Health and Safety*

In recognition of the right to a safe and healthy working environment, AECOM is committed to ensuring exceptional levels of performance in safeguarding people and the environment. AECOM's safety expectations and employee obligations are set out in our [Safety, Health & Environment Policy](#).

- *Non-Discrimination, Diversity and Harassment*

AECOM is committed to fostering a workplace where we are all treated with dignity and respect. AECOM will not tolerate discrimination or harassment, whether based on sex or any other protected characteristic, in any form in the workplace. AECOM offers equal employment opportunities for all applicants and equal consideration for employment, regardless of background and never based on any trait protected by law. These protected traits include age, ancestry, color, sex, HIV status, marital status, medical condition, national origin, physical or mental disability, race, religion, sexual orientation, gender identity and veteran and citizenship status. Our supplier codes of conduct require our third party partners to afford equal opportunities to their employees and to prevent discrimination. AECOM has undertaken a number of [Equity, Diversity and Inclusion](#) efforts as part of this commitment.

- *Working Conditions, Working Hours and Wages*

AECOM provides reasonable working conditions and hours throughout the organization. Our employees' wages and salaries meet or exceed minimum wage requirements everywhere we operate, and we comply with all other applicable laws related to working hours and compensation. Meal and rest periods are provided according to local legal requirements and office practices. AECOM has also implemented a Freedom to Grow program that gives employees and managers more flexibility in determining working schedules and work locations to maximize employee wellbeing and improve our sustainability goals while still delivering the best solutions to our clients.

Prevention

AECOM’s commitment to human rights is incorporated into a variety of human resources, labor and employment, ethics and compliance, quality, procurement, Safety, Health, and Environment (SH&E) and operational policies and processes that help us prevent, detect, investigate and mitigate any potential violations of fundamental human rights. Prevention starts with the adoption of these policies and processes. These are then communicated to employees through annual safety, code of conduct, and other compliance training that are required for all employees. Our employees are required to annually certify that they have complied with AECOM’s Code of Conduct and related policies. Other training courses, ethics and safety moments, and electronic communications on topics including respect in the workplace, non-discrimination, anti-harassment, and modern slavery reinforce our employees’ obligations with respect to our human rights program. Employees who violate these human rights policies are subject to disciplinary action, which may include termination of employment, but may also include opportunities for personal coaching, additional training, or other remediation.

For third parties, in addition to requiring a commitment to AECOM’s human rights requirements and communicating our expectations, we conduct due diligence through procurement questionnaires, media and database screenings, and ongoing monitoring to ensure they share AECOM’s values and commitment to protecting human rights.

Detection and Resolution

To detect potential human rights issues, AECOM conducts regular audits and internal and external risk and program assessments on our ethics and compliance and human rights program to ensure it remains effective. We also provide employees and third parties with multiple avenues for reporting any type of concern and require reporting on misconduct, including potential violations of our human rights commitments. In addition to reporting to company personnel, concerned individuals can report through AECOM’s 24/7 [Ethics Hotline](#), which is available to employees and third parties and permits anonymous reporting where allowed by law. AECOM has a strict non-retaliation policy to protect employees who make honest and sincere reports of misconduct.

Resolution of human rights concerns is accomplished through AECOM’s investigations and remediation process. The relevant functional groups within AECOM (including Ethics & Compliance, Labor and Employment, Audit Services Group, or Human Resources) or outside counsel investigate all complaints that are reported through any reporting channel. If substantiated, necessary remedial measures and required discipline are undertaken at the conclusion of an investigation.

Learn more about AECOM Human Rights commitments by clicking on the links below.

Codes of Conduct, Policies and Disclosures	Our Values
<ul style="list-style-type: none"> • AECOM Code of Conduct • Americas Supplier Code of Conduct • EMEA Supplier Code of Conduct • Sustainable Procurement Policy • Anti-Human Trafficking/Modern Slavery Policy • Modern Slavery Act Statement 	<ul style="list-style-type: none"> • Core Values • Corporate Responsibility • Ethics and Compliance • Equity Diversity & Inclusion • Safety • Sustainability