Sustainable Legacies

Through our Sustainable Legacies strategy, our goal is to ensure that everything we do – from the way we operate to the way we engage with our clients and suppliers – keeps the best interests of our communities and their long-term wellbeing in mind.

1 Embed sustainable development and resilience across our work

- To embed decarbonization principles in our projects using ScopeX™, our approach to reducing carbon emissions at all stages of project delivery.
- To align with our clients' ambitions, increasing the depth and breadth of our sustainability and biodiversity services each year.
- To drive innovation related to climate change solutions.
- To embed sustainability and resilience into our client account management program and the work we bid for.
- To measure key impacts and the work for which we bid, such as carbon emissions, climate resilience, and social value on client projects.

2 Achieve net-zero carbon emissions

- To reach our Science-Based Targets initiative-validated net zero targets by 2040 by:
    - Achieving a near-term 60% reduction in Scope 1 and 2 emissions by 2030
    - Achieving a near-term 50% reduction in Scope 3 emissions by 2030
    - Achieving a long-term 90% reduction in total emissions by 2040
    - Developing carbon reduction targets in partnership with our supply chain
    - Decarbonizing fleet vehicles and increasing renewable energy use
    - Participating in and helping to advance nature-based solution projects
- Maintained our Operational Net Zero achievement, in place since 2021, through the retirement of high-quality carbon credits that offset our annual Scope 1 and Scope 2 emissions.

3 Improve social outcomes for communities

- To deliver social value through our business, empowering staff and delivering projects that proactively improve social value outcomes to individuals, communities and society in general.
- To promote social value through strategic partnerships and proactive engagement with suppliers and partners.
- To make strategic community investments that positively impact clients and society, including through employee-driven community investment opportunities.

4 Enhance governance

- To leverage our enterprise framework to continually assess sustainability risk in potential projects and evaluate the framework to ensure ongoing alignment with best practices.
- To drive leadership accountability and advocacy through ongoing specific Sustainable Legacies objectives/metrics in annual goals.
- To ensure strong employee engagement through 100% compliance of required ethics, compliance, safety, and Sustainable Legacies-specific training programs.
- To track and report on sustainability performance targets in line with leading industry benchmarks, including the Sustainability Accounting Standards Board, the Taskforce on Climate-related Financial Disclosures, and the Taskforce on Nature-related Financial Disclosures.

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