

# UN Global Compact

Communication on progress 2019

[Our original letter of commitment, 2018](#)

[Reaffirming our commitment, 2019](#)

## Actions

Click here to explore our policies, procedures and activities in each of the four issues covered by the 10 UNGC principles – [human rights](#), [labour](#), [environment](#) and [anti-corruption](#)

## Outcomes

Click [here](#) to see our sustainability targets and key performance indicators for our projects, people, business and community

“As a participant in the UN Global Compact, we have embedded its 10 principles into our strategy, culture and day-to-day operations, and are engaged in collaborative projects to advance progress towards the UN Sustainable Development Goals (SDGs).

Through our commitment to making a positive contribution to the welfare of the communities, environment and marketplace in which we operate, Mott MacDonald demonstrates its commitment to the 10 principles. This embraces ethical values, community responsibilities, social impacts, sustainability, protection of the environment, prudent use of natural resources, economic advancement and fair employment.

The SDGs provide a very useful framework within which to plan, deliver and operate the organisations and the infrastructure in our industry. In Mott MacDonald we are doing exactly this for ourselves. They provide an opportunity to sense check holistically contributions we are making to society and ensure that we are working towards common goals; a shared purpose across the industry.”

**Mike Haigh**

Executive chair, Mott MacDonald



# Human rights

Find out more:

[Equality, diversity and inclusion page](#)

[EDI policy](#)

[Ethics policy](#)

[Slavery and human trafficking statement](#)

[Safeguarding statement and policy](#)

[Social care consultancy](#)

[Social research](#)

**1** Businesses should support and respect the protection of internationally proclaimed human rights.

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**2** Make sure that they are not complicit in human rights abuses.

Our commitment to the provision of a fair and equitable working environment observes the core rights contained in the International Labour Organization (ILO) conventions, the International Declaration of Human Rights and the UN Convention on the Rights of the Child.

We promote processes of sustainable infrastructure development that safeguard and improve the rights, wellbeing and livelihoods of local affected populations and workers through our social safeguards services – both as an integral component of our multidisciplinary consultancy work and through specialist consultancy assignments. Our customers include private lenders, international finance institutions, project developers, local communities, civil society, partners, suppliers, governments, regulatory bodies and other stakeholders. For our private sector work, we assist our clients to align their projects with the UN Guiding Principles on Business and Human Rights and have a dedicated team of social scientists with a diverse range of social and human rights safeguards and impact assessment experience. This team provides customers with a thorough understanding of human rights issues and regulations and works to tailor their projects to meet regulatory and lender social safeguard standards.

# Labour

Find out more:

[Slavery and human trafficking statement](#)

[Advance employee network](#)

[Ethics policy](#)

[Health and safety policy](#)

[Social responsibility policy](#)

[How to build socially inclusive outcomes](#)

**3** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

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**4** Elimination of all forms of forced and compulsory labour.

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**5** Effective abolition of child labour.

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**6** Elimination of discrimination in respect of employment and occupation.

We are committed to promoting ethical behaviour in our own operations by complying with the law and respecting the local customs and cultures of all countries where we work. We comply with equal opportunities legislation and aim to promote diversity and fair employment policies within the framework of local culture and laws. We seek the same commitment from our partners – including clients, contractors, suppliers – to meeting the principles of national legislation and associated ILO regulations.

Our clients receive advice on how to best meet national and international best practice standards, such as those embodied in the Equator Principles and the International Finance Corporation (IFC) performance standards on environmental and social sustainability. We use our experience in labour market analysis, training needs assessment and issues management to seek to involve social partners such as trade unions and employers' federations.

We believe in capacity building so local people can work on projects that affect them and benefit from employment opportunities that are created. In countries where labour unions are not legalised, we advocate other forms of

employee representation, such as joint consultative committees to discuss work-related issues. Health, safety and wellbeing are priorities wherever we work. In our social due diligence work on infrastructure projects we have an opportunity to influence and advocate good international industry practice for recruitment, health screening, overtime pay, child labour and other issues considered labour risks for the specific project location.

Internally we seek a culture of mutual respect among all employees, with equal opportunities promoting fair employment, considering local culture and laws. Staff Councils are held each quarter with the purpose of improving working lives for staff. We're taking active steps to prevent discrimination of all kinds and ensure comparable pay for comparable work. In the UK, our equality, diversity and inclusion (EDI) employee network is evolving to better meet the needs of staff and the business. Unit and office champions act as dedicated contact points for the network, working closely with the central EDI team to drive forward action plans.

We are committed to paying at least the minimum wage to employees and expect our contractors, suppliers and business partners to do the same.

# Environment

Find out more:

[Environmental policy](#)

[Procurement policy](#)

[Environment expertise](#)

[Carbon management](#)

[Carbon Crunch](#)

[Environmental and social due diligence](#)

**7** Businesses should support a precautionary approach to environmental challenges.

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**8** Undertake initiatives to promote greater environmental responsibility.

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**9** Encourage the development and diffusion of environmentally friendly technologies.

We take our environmental responsibilities very seriously and through our business management system (BMS) seek to ensure environmental and sustainability considerations are built into our projects at every stage. The BMS requires that all projects are reviewed for potentially adverse environmental effects. Our divisions each have a project sustainability co-ordinator tasked with capturing and delivering sustainability opportunities, and minimising risks.

Our sustainable approach to business supports our use of the European Foundation for Quality Management's Excellence Model and drives our ISO 14001 accreditation. Almost half of our offices are now ISO 14001 accredited and we're working on every office becoming certified.

Our activities are governed by a formal sustainability policy and sustainability principles are embedded in our corporate values. In practical terms, this means ensuring projects are carried out in accordance with the Equator Principles and the International Finance Corporation's Policy and Performance Standards on Environmental and Social Sustainability.

We have adopted a positive, proactive approach to minimising our environment impacts. Our Carbon Action Plan 2016-2021 outlines commitments to reduce operational emissions by 25% per capita over the five-year period. Our annual carbon footprint declined from 3.48tCO<sub>2</sub>e per FTE in 2012 to 2.29 in 2018. Between 2016 and 2018 we achieved a 13% decrease, keeping us on track to meet the 25% target.

Measures to improve the efficiency of offices around the world include reducing energy use by upgrading lighting to LED systems, refurbishing HVAC systems and turning off equipment not in use. In our Croydon UK head office these and other measures achieved energy savings of 33% between 2012 and 2015. Through internal communication channels and our sustainability forum we review and encourage ideas for further energy saving. We also review the environmental and sustainability credentials of all utility suppliers as contracts come up for renewal.

As a global business some international travel is necessary, but where practical employees are encouraged to use video- or audio-conferencing and we have invested in upgrading our communications systems. Staff are also encouraged to travel by rail travel whenever possible. Our UK car allowances and mileage rates have been frozen over the past 10 years.

We believe the biggest contribution we can make to tackling climate change is by helping our clients to develop sustainable projects and programmes. We share best practice, innovations and technical capability to reduce GHG emissions and we aim to employ our Carbon Portal modelling tool to minimise the embedded and operational carbon of our solutions, while minimising costs for our clients wherever possible. Mott MacDonald co-authored both the UK government's Infrastructure Carbon Review and PAS 2080 – designed to specifically address the management of carbon in infrastructure and we were the first consultancy to be 2080 certified.

# Anti-corruption

Find out more:

[Ethics policy statement](#)

[Ethics homepage](#)

[Expolink whistleblowing system](#)

[PRIDE Values](#)

[Our tax strategy](#)

**10** Businesses should work against corruption in all its forms, including extortion and bribery.

We stand squarely against corruption in all its forms and operate a strict ethics policy and code of business conduct.

Our ethics policy is updated to mirror changes in legislation and the stance of governments and business partners. Employees must complete e-learning modules that support our policies. Our goal is continuous improvement and we are focusing on improving anti-corruption monitoring and reporting. In the UK, we are active members of the UK Anti-Corruption Forum.

In terms of taxation, our policy is to comply with all relevant domestic and international laws, rules and regulations. Management of our tax affairs is also consistent with our ethics policy and code of business conduct, which are built around fairness, openness, and honesty.

The Group's code of business conduct also sets out Mott MacDonald's commitments to stakeholders and expected standards of behaviour. In serving the stakeholders of the Group, Mott MacDonald seeks to contribute positively to the economic and social wellbeing of the communities in which we do business. This extends to paying our fair share of tax in those communities on a timely basis.

# Open and transparent

Mott MacDonald is committed to transparency through its integrated reporting pages, displaying commitments and progress towards driving sustainability across four areas:

- [Our Projects](#)
- [Our People](#)
- [Our Business](#)
- [Our Community](#)

Integrated sustainability reporting requires thinking beyond traditional financial reporting boundaries to identify risks, opportunities and outcomes that could substantially affect our ability to create value over time.

Corporate responsibility underpins the UNGC and we take our corporate duties to be a responsible global citizen very seriously. With offices in 50 countries and projects across another 100, we are working towards a global approach to social responsibility. We acknowledge countries have different priorities and we need to take these on board as we work to share our knowledge to help advance understanding and encourage the take-up of good international industry practice (GIIP) in the areas covered by the UNGC and SA 8000 – the international social accountability standard.

Through our project work we advocate social and environmental approaches that not only meet regulatory requirements but show GIIP in relation to the areas of the UNGC.

Support for the values enshrined by the UNGC comes also from our education consultancy Cambridge Education, which promotes global partnerships as an effective way of raising awareness of development issues and changing attitudes, and from our health think-tank Mott MacDonald Health Institute, which works to inform debate and influence policy on international development.

We seek to promote a positive influence on human rights, labour standards, environmental practice and anti-corruption through:

- The advice and services we provide to our customers
- Our supply chain management
- Our business partnerships
- Our involvement in industry bodies
- Our relationships with community organisations
- Our learning and knowledge sharing systems to raise staff awareness of issues

Follow these links to explore further our commitment to sustainability:

[How we are doing reporting](#)

[Cambridge Education](#)

[International development services](#)

[In their own words 1](#)

[In their own words 2](#)

[12 Signposts to sustainability](#)