



Turner & Townsend

Communication of Progress

May 2021 to April 2022

September 2022

Agenda

- Our approach and alignment to UNGC Principles and SDGs
- Turner & Townsend's Corporate Responsibility (CR) pillars
- Past initiatives – 2021/22
- Initiatives plan – 2022/23
- Global CoP



What are we aligned to?

- Turner & Townsend’s CR is aligned to the United Nations Global Compact Principles and its Sustainable Development Goals.
- We are committed to doing business the right way and our responsibility to our people, clients, communities and planet is at the heart of every decision we make. By working in partnership with our stakeholders, we are committed to overcoming some of the world’s biggest challenges.

Principles



Sustainable Development Goals



Corporate Responsibility (CR) pillars

Our CR pillars

UN SDGs

UNGC principles

<p>Great place to work</p>	<p>5 GENDER EQUALITY</p> 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>Human rights</p> <p>Labour rights</p>
<p>Community value</p>	<p>4 QUALITY EDUCATION</p> 	<p>10 REDUCED INEQUALITIES</p> 	<p>1 NO POVERTY</p> 	
<p>Integrity in industry</p>	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 		<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>Anti-corruption</p>
<p>Environmental stewardship</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>13 CLIMATE ACTION</p> 	<p>Environment</p>

Great Place to Work

About our pillar

We will make Turner & Townsend the best place to work so that our team is safe, engaged, inspired, productive and empowered to succeed in work and life by:

- Providing opportunities for our people to learn and develop
- Increasing engagement
- Encouraging diversity and inclusion - diverse and inclusive workplace
- Creating a healthy and safe work environment and promote/support our people's wellbeing



Great Place to Work

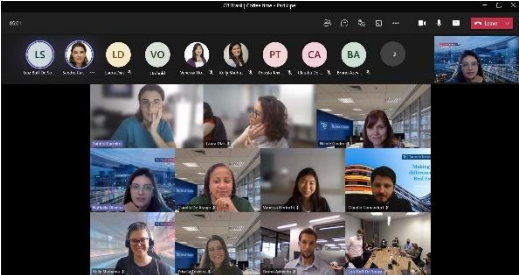
Past Initiatives 2021/22



Equality, Diversity and Inclusion circle

Monthly

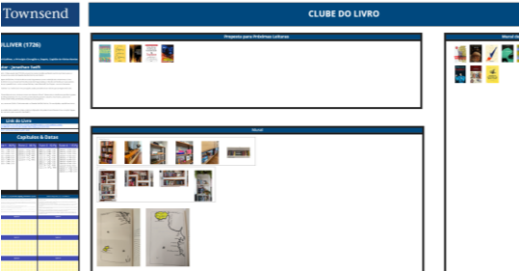
Promoted discussions between our employees regarding ED&I themes, such as women in workplace, disabilities, etc.



Coffee time

September 2021 and October 2021

Promoted team building and integrated employees and directors from different teams.



Book club

Monthly

Monthly meetings for members to discuss book readings and promote team engagement with the chosen book theme.

Great Place to Work

Plan 2022/23

	Promote a diverse and inclusive workplace	Support people's wellbeing	Empower our people to realize their potential
Objective	<ul style="list-style-type: none"> Raise awareness and celebrate Produce an environment that brings awareness where everybody is backed by supportive leadership and a world-class team globally 	<ul style="list-style-type: none"> Reinforce the sense that Turner & Townsend's asset is its people 	<ul style="list-style-type: none"> Technical training, L&D Structure to reinforce Career Path Support our people to realize their potential
Change required	<ul style="list-style-type: none"> Openly Talk about diversity and how people can make a difference Have diversity clearly set as one of our priorities 	<ul style="list-style-type: none"> Senior leaders to lead by example. Give employees the license to take wellbeing hours. Promote outside activities and engage people to use their wellbeing hours (once a week) 	<ul style="list-style-type: none"> Foster people to take courses on advance Support people to talk about what they master in and share knowledge
Value to the business	<ul style="list-style-type: none"> Retain diverse talent Coherent and consistent CR approach by walking the talk 	<ul style="list-style-type: none"> Retain talent Improve productivity Raise our scores on engagement survey so this benefits can be used to market the company 	<ul style="list-style-type: none"> Enable every employee to be master on the services/themes that we consider basic for our business
Key internal partners	<ul style="list-style-type: none"> HR People Committees Local Leadership 	<ul style="list-style-type: none"> HR People Committees Local Leadership 	<ul style="list-style-type: none"> HR People Committees Local Leadership

Community Value

About our pillar

We will create opportunities for children and young people to achieve their potential by:

- Investing in communities through long-term strategic partnerships which address key local concerns.
- Delivering projects and programs which create outstanding value for clients and prosperity for society.
- Granting all employees a paid volunteer day per year.
- Creating regional and local office partnerships, volunteering and fundraising efforts.



Community Value

Past Initiatives 2021/22



Food Donation

May 2021

The campaign aimed to help families and young people who were still impacted by the pandemic in Brazil. The institution chosen to support was the "Instituto Oikos". This initiative raised 53 basic baskets for donation.



National Reading Day

October 2021

The "Ser Menina Institution" provided 23 letters to each volunteer. Each volunteer was responsible for providing a book that raised the interest of a child/adolescent according to what he/she has written.



Community Week Campaign

December 2021

This initiative supported the "Iluminar Project" in its Christmas Action at "Casa José Coltro". The institution provided 25 letters and each volunteer was responsible for gifting a child according to what he/she asked for.

Community Value

Plan 2022/23

	Q1 (May – Jul)	Q2 (Aug - Oct)	Q3 (Nov - Jan)	Q4 (Feb - Apr)
Community Value	<ul style="list-style-type: none"> ▪ Food/Clothing donation campaign (June/22) donation or fundraiser campaign related to people in vulnerable conditions (e.g.: Bem da Madrugada; Mais Amor SP) 	<ul style="list-style-type: none"> ▪ National Volunteer Day (Aug or Sep/22): Long term partnership campaign (e.g. Mentoring program with Instituto Joule) or Activity related to education or employment/career ▪ National Book Day: books donation to children/teenager in a local NGO (e.g. Instituto Ser Menina, AFESU) (Oct/22) 	<ul style="list-style-type: none"> ▪ Community week: Christmas Campaign with gifts donation and delivery to kids in a local school/NGO (Dec/22) 	<ul style="list-style-type: none"> ▪ NGO Partnership (March/23) Construction related activity e.g., school painting, maintenance in a community sports area

Integrity in Industry

About our pillar

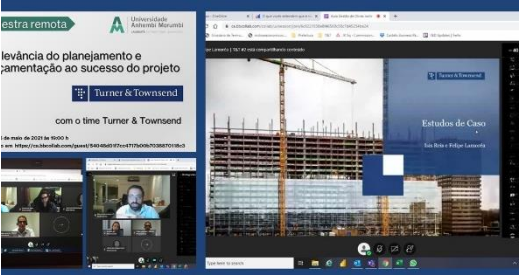
We are supporting our business by creating an environment for employee development aligned with the company's high governance standards, whilst sharing knowledge /influencing the construction sector. Our main focus areas are:

- Sharing Corporate Responsibility mindset and experience with internal Projects Commissions, disseminating and reinforcing our principles through our team.
- Organizing construction site visits and project presentation for internal employees, sharing specific knowledge about each project under development by Turner & Townsend.
- Conducting lectures and presentations in Universities, project/cost management agencies and construction sector events, sharing international best practices and experiences.



Integrity in Industry

Past Initiatives 2021/22



University presentation - Universidade Anhembi Morumbi

May 2021

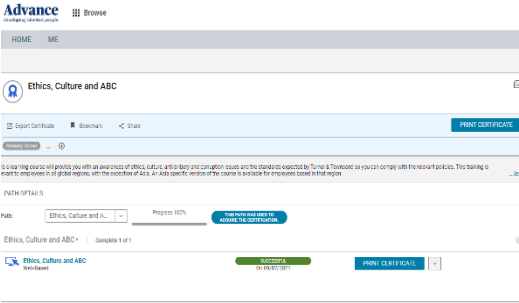
A presentation given by cost and projects managers from Turner & Townsend, explaining the relevance and importance of Planning and Budgeting to a Project's Success.



EnsinE University Presentation by Cost Manager

July 2021

A presentation given by one of our cost managers in the first engineering webinar held by EnsinE. The presentation was related to construction planning from concept to market practices.



E-Learning Platform

All year

Turner & Townsend has an e-learning Platform called "Advance". It contains various courses to support employees. One of the courses, which is part of the induction process, is called "Ethics, Culture and ABC". It provides employees with an awareness of ethics, culture, anti-bribery and corruption issues and the standards expected by Turner & Townsend so they can comply with the relevant policies.

Integrity in Industry

Plan 2022/23

	Q1 (May – Jul)	Q2 (Aug – Oct)	Q3 (Nov – Jan)	Q4 (Feb – Apr)
Integrity in industry	CR in Commissions: - Structuring a data-basis on CR Sharepoint + Formatting a CRiC case study template;	CR in Commissions: - Updating previous cases into the basis + Sharing/promoting cases by TMs and CR e-mails;	CR in Commissions: - Inserting 01 new case; - Sharing/promoting cases by TMs and CR e-mails;	CR in Commissions: - Inserting 01 new case; - Sharing/promoting cases by TMs and CR e-mails;
	Learning from Site Construction: - Structuring a site visit content and plan + 1 st site visit JK Square (pilot);	Learning from Site Construction: - 2 nd site visit;	Learning from Site Construction: - 3 rd site visit;	Learning from Site Construction: - 4 th site visit;
	Exhibition T&T: - Mapping and selecting suitable institutions/Universities; - UNGC: presentation meetings with TI Water and Climate (directors); - UNGC: CoP Submission (June/22);	Exhibition T&T: - Executing 1 university presentation;	Exhibition T&T: - Executing 1 institution presentation;	; Exhibition T&T: - Executing 1 university presentation;



Environmental Stewardship

We are engaged in our purpose to improve our environmental impact, promote climate action, and support our clients to enable more sustainable communities. Our main actions include:

- Reduce carbon emissions per employee and encourage the change of mindset towards climate action.
- Raise awareness and promote our team to participate actively within our initiatives.
- Provide opportunities for our people to learn and develop.
- Embed sustainability actions in commissions.
- ES in Commissions initiatives: guide employees and monitor implementation.



Environmental Stewardship – Past Initiatives 2021/22



Carbon Calculator

March 2022

Earlier in 2022, Turner & Townsend started to develop a service, which will be offered to clients. The goal of this service is to use our inhouse carbon tool to calculate carbon emissions for the projects. The projects are then classified as per the LETI standards, allowing clients to understand where their projects stands in terms of carbon emissions. Based on this calculation, Turner & Townsend can work with the design team and look for alternative materials with less emissions to improve this rating.



Furniture Donations to NGO “Alquimia”

May 2021

In one of the projects in 2021, Turner & Townsend arranged to donate furniture that would not be used by the client. The NGO chosen for the donation was called “Alquimia”.



Sustainable best practices research

Hi everyone, happy new year.

In alignment with our Purpose and the Global New Leaf Campaign, the CR team has set a goal of strategically implementing Environmental Stewardship on Commissions.

To facilitate the sharing of our internal knowledge and experiences, we are creating an **easy-to-access database** the sustainability related initiatives we are implementing across various projects, aiming to **inspire** and **provide** for a systematic approach in other projects across Latin America.

The **first step** of this initiative is to identify who has project experience where sustainability was approached at a level, so we can further investigate how this was done in the next phase.

To do this, we ask you to please answer a **short form** (~1 min) by **4th February 2022**.

Also, if you would like to be a local **office champion** on this initiative and support information gathering for the database, do not hesitate to contact us.

We thank you all for participating and helping us create a tool that will support us to **reach our Net Zero target** *have even more positive impact working with industry, clients and suppliers.*

Internal Study to support the application of Environmental stewardship in commissions

January 2022

The CR team has set a goal of strategically implementing Environmental Stewardship on Commissions. The first step was an internal study to identify who had project experience where sustainability was approached at any level, so we could further investigate how this was done in the next phase. This study is helping us create a tool that will support us to reach our Net Zero target and have even more positive impact working with industry, clients and suppliers.

Environmental Stewardship – Plan 2022/23

Initiatives Plan – 2022/23

	Q1 (May – Jul)	Q2 (Aug - Oct)	Q3 (Nov - Jan)	Q4 (Feb - Apr)
Environmental Stewardship	<p>Awareness:</p> <ul style="list-style-type: none"> ▪ Environment Week (31/May to 05/Jun) ▪ Monthly environmental hacks on Yammer <p>Net Zero guidelines:</p> <ul style="list-style-type: none"> ▪ Car rentals procedures ▪ Office optimization <p>ES in commissions (recurring)</p> <ul style="list-style-type: none"> • Identify opportunities • Sustainable database launch <p>Green champion group – Discussions with other LatAm offices.</p>	<p>Awareness:</p> <ul style="list-style-type: none"> ▪ Monthly environmental hacks on Yammer <p>Call to action:</p> <ul style="list-style-type: none"> ▪ Environmental challenge/volunteering <p>ES in Commissions</p>	<p>Awareness: COP 27 - Egypt</p> <ul style="list-style-type: none"> ▪ Monthly environmental hacks on Yammer <p>ES in Commissions</p>	<p>Awareness:</p> <ul style="list-style-type: none"> ▪ Earth day (22/Apr) ▪ Encourage environmental discussions in construction sites ▪ Monthly environmental hacks on Yammer <p>ES in Commissions</p>

Global Turner & Townsend CoP

This CoP-Brazil submission is well aligned with our global Corporate responsibility initiatives, which can be accessed in the links below;

- Annual review as evidence of our Global CoP
[Annual review 2021-2022 | Turner & Townsend \(turnerandtowntsend.com\)](https://www.turnerandtowntsend.com/annual-review-2021-2022)
- CR Performance for FY2122 globally
[Corporate responsibility performance | Turner & Townsend \(turnerandtowntsend.com\)](https://www.turnerandtowntsend.com/corporate-responsibility-performance)
- Turner & Townsend approach to managing risks across the global business
[A risk management approach | Turner & Townsend \(turnerandtowntsend.com\)](https://www.turnerandtowntsend.com/risk-management-approach)

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