

Amey

# Our ESG Strategy 2023



Delivering sustainable infrastructure solutions that enhance life and protect our shared future.



**Our ESG framework outlines the three key goals we are taking forward as our contribution to sustainable development.**

**In focusing on these, we will create long-term sustainable value for all our stakeholders, whilst protecting the planet.**

**The goals and the steps we're taking aim to both influence our sectors and policy makers, as well as drive action within our own business.**

We align to the UN Global Compact Value Driver Model to measure and assess the value of the ESG strategy.

Each theme and our priority actions drives value through:

-  **Opportunity for growth**
-  **Increasing productivity**
-  **Reducing risk**

#### **KPIs and targets**

Our KPIs and targets to track progress will be published in due course.

#### **Amey policies**

Our key policies supporting the delivery of our ESG strategy are published online here:

[Policies >](#)

The three key goals we are taking forward, contributing to sustainable development.



Amey's core contribution to the UN Sustainable Development Goals are SDG 9 and SDG 11.

Given the range of our activities we also contribute to other goals.



## ENVIRONMENT

# Accelerate the change to a resilient and low carbon future

Decarbonisation and energy efficiency

Nature positive

Infrastructure resilience

Net Zero organisation



## SOCIAL

# Enhance the wellbeing of people and communities we impact

Investing in our people

Creating opportunities

Sustainable supply chain

Involved communities



## GOVERNANCE

# Achieve sustainable and responsible growth

Governance

Transparency and partnership

Ethics and compliance

Risk management



The details.

In focusing on these, we will create long-term sustainable value for all our stakeholders, whilst protecting the planet.

**ACCELERATE THE CHANGE TO A RESILIENT AND LOW CARBON FUTURE**

**Decarbonisation and energy efficiency**

Reduce and optimise the use of energy and natural resources across infrastructure management

**Nature positive**

Protect biodiversity and enable nature recovery so that it can thrive across the places we work

**Infrastructure resilience**

Upgrade infrastructure so it can both absorb environmental shocks, and deliver on the energy transition

**Net Zero organisation**

Getting our own house in order - achieving Net Zero by 2040

**ENHANCE THE WELLBEING OF PEOPLE AND COMMUNITIES WE IMPACT**

**Investing in our people**

Provide a safe and progressive workplace where people can be their best

**Creating opportunities**

Create new employment and skills opportunities

**Sustainable supply chain**

Engage and integrate suppliers and champion local business

**Involved communities**

Engage the people who are impacted by the work we do

**ACHIEVE SUSTAINABLE AND RESPONSIBLE GROWTH**

**Governance**

Our framework creates long-term stakeholder value

**Transparency and partnership**

Disclose performance, set targets to improve

**Ethics and compliance**

Meet legal requirements, alongside our self-defined policies

**Risk management**

Assess, manage and mitigate risk

**These are our  
priority actions  
for 2023-2025**

PRIORITY ACTIONS 2023-2025

Accelerating the change to a resilient and low carbon future.

**DECARBONISATION & ENERGY EFFICIENCY**

Reducing and optimising the use of energy and natural resources across infrastructure management

**Our actions**

1. Achieve PAS 2080 Carbon in Infrastructure Management
2. Develop our 'Carbon Bureau' offering, with associated digital tools
3. Deliver energy transition expertise from quick wins to whole system change
4. Embrace renewable energy technology across our solutions
5. Unlock funding so customers can progress decarbonisation

 Opportunity for growth

**NATURE POSITIVE**

Protect biodiversity and enable nature recovery so that it can thrive across the places we work

**Our actions**

1. Measure biodiversity performance and set science-based biodiversity targets
2. Strengthen our capability to provide nature positive services, investing in technology to enhance understanding of interactions with the natural world
3. Design our services to maximise opportunities for nature recovery on our projects
4. Optimise the use of nature-based solutions to deliver decarbonisation and climate change resilience

 Opportunity for growth

 Reduced risk

**INFRASTRUCTURE RESILIENCE**

Upgrade infrastructure so it can both absorb environmental shocks, and deliver on the energy transition

**Our actions**

1. Enhance our digital capabilities to predict and manage infrastructure performance
2. Engage with clients to understand future risks and assess the impact of environmental shocks on infrastructure management
3. Work across our sectors to design, maintain and build infrastructure that contributes to climate change adaptation and resilience

 Opportunity for growth

 Increasing productivity

**NET ZERO ORGANISATION**

Getting our own house in order - achieving Net Zero by 2040

**Our actions**

1. Transition to electric and alternatively sourced vehicles, plant and equipment
2. Engage with high impact suppliers to bring down emissions
3. Establish robust and validated carbon emissions to enable continuous improvement
4. Work across the value chain to embrace circular principles to reduce waste and material consumption

 Reduced risk

PRIORITY ACTIONS 2023-2025

Enhancing the wellbeing of people and communities we impact.

**INVESTING IN OUR PEOPLE**

Championing a safe and progressive workplace where people can be their best

**Our actions**

1. Refresh and enhance our approach to behavioural safety, centred around our Zero Code
2. Use Safety Improvement groups to focus on common injury and fatal risk reduction
3. Build on our Wellbeing & Inclusion Strategy, with the aim to be the best in our sector for employee health, wellbeing and inclusion
4. Develop our people to create high performing teams in a changing world

 Increasing productivity

 Reduced risk

**CREATING OPPORTUNITIES**

Creating new employment and skills opportunities, delivering the infrastructure needs of the future

**Our actions**

1. Develop education and employment pathways to encourage and enable young people into our sectors
2. Offer bespoke programmes for those that face barriers into employment, targeting areas of social deprivation so everyone can access employment
3. Embrace difference and nurture diverse talent across our sectors and workplace
4. Communicate our ESG ambitions to attract and retain the best talent to deliver for our customers

 Opportunity for growth

 Increasing productivity

**SUSTAINABLE SUPPLY CHAIN**

Engaging and integrating suppliers, championing local business and elevating the total value they bring

**Our actions**

1. Achieve ISO 20400 Sustainable Procurement Management
2. Champion and mentor VCSEs within infrastructure services to develop and grow
3. Provide opportunities and development for SMEs and VCSEs, supporting local economic growth
4. Collaborate with suppliers to implement innovation

 Opportunity for growth

 Increasing productivity

**INVOLVED COMMUNITIES**

Engaging the people who are impacted by the solutions we're designing and delivering

**Our actions**

1. Track the social and economic value we bring to continuously improve
2. Strengthen our community engagement and social value activity across our portfolio of project
3. Offer solutions that improve safety, enable access to green space and create healthy communities
4. Add social value within all the services we provide

 Opportunity for growth

# Achieving sustainable and responsible growth.

## GOVERNANCE

Operating within a framework that creates long-term sustainable value

### Our actions

1. Embed the Wates Corporate Governance Principles
2. Simplify and provide continuous awareness and training of our governance policies and procedures
3. Embed ESG into key decision forums
4. Activate, educate and empower employees to contribute to ESG
5. Link ESG performance to reward and recognition mechanisms

 Opportunity for growth

 Increasing productivity

## ETHICS AND COMPLIANCE

Meeting legal and regulatory requirements, whilst doing the right thing

### Our actions

1. Develop a sector leading approach to ethics, spearheaded by our Amey Code and using our Ethics Hub to pro-actively engage our teams on behavioural expectations
2. Implement a robust audit programme, with external verification
3. Learn from experiences and identify at an early-stage areas that may need attention
4. Incorporate ESG into our auditing programme

 Reduced risk

## RISK MANAGEMENT

Assessing and effectively managing and mitigating risks

### Our actions

1. Develop our enterprise-wide Amey risk management system, integrating to AI to enhance the process and mitigation
2. Focus awareness and for environmental, economic and social risk across the enterprise
3. Develop our approach to assess and act on long-term climate change risks and opportunities, including different warming scenarios

 Reduced risk

## TRANSPARENCY AND PARTNERSHIP

Disclosing our performance, setting targets to track and improvement

### Our actions

1. Publicly report ESG performance and benchmark against external frameworks and disclosures
2. Build on our reputation as a trusted partner across energy transition and decarbonisation services, contributing to industry forums
3. Use the UN Global Compact Value Model to communicate the value realised through our ESG strategy

 Opportunity for growth



Embracing partnerships and collaboration for sustainability.

## Our partners and signatories



## ESG materiality.

We have engaged our stakeholders to identify the ESG topics that are most relevant to them, and then aligned these to the UN Global Compact Value Driver Model.

The UN Global Compact developed a tool for companies to better assess and communicate the financial impact of their sustainability strategies.



Their Value Driver Model uses growth, productivity and risk objectives - alongside other business metrics - to determine and illustrate how corporate sustainability activities contribute to overall performance.

Material themes to Amey	Growth	Productivity	Risk
<b>ENVIRONMENT:</b> factors relating to environmental risk and opportunity			
Decarbonisation	✓	✓	✓
Climate change adaptation	✓	✓	✓
Waste management and reduction and producer responsibility		✓	✓
Natural resource efficiency (including water)		✓	✓
Pollution			✓
Energy efficiency	✓	✓	
Biodiversity and nature	✓		✓
<b>SOCIAL:</b> organisation's relationship with stakeholders			
Human capital management (attract and retain)		✓	
Diversity, Equity and Inclusion		✓	
Health and wellbeing		✓	✓
Safety		✓	✓
Stakeholder and community engagement			✓
Social Value	✓	✓	
Sustainable procurement & supply chain management		✓	✓
<b>GOVERNANCE:</b> how an organisation is led and managed			
Business ethics; anti-bribery, corruption, conflicts of interest, human rights, modern slavery			✓
Data protection and cyber security			✓
Board diversity and structure		✓	
Executive remuneration		✓	
Risk management			✓
ESG Governance; decision making, reporting/disclosure, compliance		✓	✓