

# Social Value Policy

## *Community engagement, involvement and development*

### Purpose

As the world's trusted infrastructure consulting firm driven by purpose to deliver a better world, social value is a priority for AECOM and our clients. AECOM's Environmental, Social and Governance (ESG) strategy defines how we deliver Sustainable Legacies by positively impacting our company, our communities, and our planet. This Policy is a critical element of that strategy and outlines AECOM's approach to providing solutions that lead the industry resulting in meaningful and sustainable social value outcomes across its business for all stakeholders.

### Board and Executive Oversight

Our Board monitors overall corporate performance and establishes the strategic direction of the Company, including our ESG policies, strategic plans and goals, as well as those related to social value. These activities monitor progress and compliance with applicable laws and regulations, while considering management of current and emerging issues. Status updates on the ESG Strategy are provided on a regular basis to our CEO and Executive Leadership Team, by the President and Chief Legal and Risk Officer. The President and Chief Legal and Risk Officer also co-lead our ESG Global Council which is comprised of sustainability experts and business leaders across the organization and provides advice on all ESG-related matters.

### Our Commitment

At AECOM, the most significant impact we can make to delivering social value is through our client work. We are focused on demonstrating our responsibility to community engagement, social improvement and making a positive, lasting impact through our operations. We are committed to embedding social value principles into everything we do, by continuing to:

- Deliver Social Performance Advisory Services and embed social value principles into our work for clients to improve social outcomes that provide uplift for individuals, communities and society through a focused approach:
  - Add benefits to development beyond typical economic measures.
  - Set strategy and targets to improve impact on health and well-being, quality of life, and social inclusion.
  - Establish a guiding philosophy that underlies the delivery of projects and the operations of whole organizations.
- Promote supplier diversity and social value-based sustainable procurement methods:
  - Provide opportunities for small, medium, micro-sized businesses, minority, veteran and/or women owned businesses and social enterprises.
  - Support small, medium, micro-sized businesses, minority, veteran and/or women owned businesses and social enterprises with the resources to develop their strategies and capacity build.
  - Procure goods and services locally wherever possible.
- Advance greater equity, diversity and inclusion (ED&I) within AECOM and beyond through four key areas:
  - Build diverse talent that reflects the communities we serve by attracting, hiring, and developing employees of all backgrounds, and ensuring inclusivity and fairness in our sourcing, interview and hiring processes.
    - Ensure women comprise at least 20 percent of senior leadership roles and at least 35 percent of the overall workforce in the near term.
    - Progress locally relevant workforce diversity and pay equity goals implemented within each region of our business specific to race, ethnicity, Indigenous Peoples and people with disabilities, and invest in these diverse employee communities.
  - Expand understanding by creating an inclusive workplace built on our Freedom to Grow philosophy through community-building, training, employee resource groups, strategic mentorships and family-friendly benefit policies to help every employee feel valued.
  - Enrich communities through ED&I-specific community engagement efforts and strategic partnerships with a focus on underrepresented groups.
  - Think without limits in how we prioritize the social impact and benefits of ED&I into every project we pursue and the innovative solutions we deliver.

- Extend our social value through employee-driven community investments, including strategic nonprofit partnerships, pro bono work, skills-based volunteering and giving focused on the following priorities:
  - Deliver access to safe and secure infrastructure by opening doors that offer solutions to address challenges of homelessness, urbanization and disasters.
  - Empower problem solvers by creating opportunity through STEAM education and design thinking, vocational training and reskilling, economic opportunities for women and veterans' employment.
  - Lessen our impact on the planet by protecting tomorrow and ensuring a just transition to net zero through environmental stewardship, green design and building, clean water and sanitation, clean energy and developing green skills for the future.
- Manage, measure and report the collective impact of our social value commitments:
  - Maintain clear accountability for delivering this policy, reviewing processes and progress to continuously improve our standards, efficiency and effectiveness.
  - Report annually to external and internal audiences on our social value performance, consistent with industry reporting standards as the Sustainability Accounting Standards Board (SASB).
  - Maintain our ESG risk framework consistent with international standards and use it to inform our bid decision on projects, including evaluation of the impact projects may have on social equity, underserved populations and disadvantaged communities.
- Increase awareness of social value issues:
  - As a good corporate citizen, engage our stakeholders to drive social value in our industry and inspire greater positive community impact through internal and external communications strategies.
  - Maintain and update training and awareness programs for employees across the company.
  - Ultimately drive a culture that encourages our employees to be champions of social value at AECOM and in their personal lives.

## Review and Communication

This policy and subordinate procedures will be regularly reviewed. It will be published in AECOM's intranet, Ecosystem, on its Information Management System (IMS).



October 2, 2023

**Troy Rudd**  
**Chief Executive Officer**

**Date**