

Sustainable Procurement Policy

Purpose

AECOM has a responsibility to ensure, as far as practically possible, that its purchasing activities are undertaken consistently with corporate values, ethics and in a sustainable manner.

Commitment

The commitment to sustainability is embedded within AECOM's Integrated Management Systems (IMS) and extends to our worldwide supplier base. AECOM will communicate its core principles to suppliers and seeks to use its purchasing power to influence our suppliers to extend this throughout their own supply chains.

Selection and retention of ethical and diverse suppliers will be based on those that have a proven and measured capability for safe and sustainable management of their operations and that of their supply chain.

To support these objectives AECOM will:

- Consider environmental, social and local economic impacts during procurement decisions.
- Incorporate sustainability requirements into procurement activities across the whole procurement lifecycle (RFI/RFP, Tender, Award, supplier diversity, supplier management etc.).
- Review and actively manage supplier performance to address where it is not aligned to AECOM's sustainability commitments and guidelines, particularly on supply chain emissions reduction.
- Measure performance of key categories to evaluate our performance in terms of delivering goods and services sustainably in particular through the capture of data and use of tools that support AECOM's carbon emission reduction commitments.
- Work with suppliers and internal teams at a local, national and global level to help them deliver against AECOM's values and to drive market transformation.
- Reduce the need for new goods, procure goods and services from sustainable sources and reuse or recycle as far as practically possible.
- Optimize the use of natural resources whilst considering alternate solutions where appropriate.
- Seek opportunities to continuously improve our processes and the performance of our supply chain.
- Publish the commitment to sustainability and communicate successes and lessons learnt.

Requirements

AECOM expects goods and services to be delivered in a manner that is safe and financially viable whilst contributing to the health and well-being of society, building a sustainable economy and enhancing our shared environment.

Our goal is to work collaboratively and support our suppliers and internal teams with an emphasis on the following:

- Meet legal and regulatory obligations through compliance with applicable laws.
- Provide evidence of our sustainable procurement efforts and case studies to support work winning activities.
- Align values that meet or exceed AECOM's own Health & Safety, Quality and Environmental Standards.
- Develop Procurement procedures that comply with ethical standards, fair trade, anti-corruption, labor, health & safety and environmental laws.
- Partnering with our suppliers to reduce carbon emissions in line with climate science.
- Encourage suppliers to contribute to the well-being of local communities and neighborhoods within which they operate.
- Selection of suppliers who pay a living wage and have an effective supplier diversity program demonstrating measurable improvement against industry standards, as well as the expectations of our clients.
- Compliance with all requirements on human rights, discrimination and global labor standards.

AECOM Procurement teams will measure and monitor this policy regularly through coordination and liaison with AECOM's Sustainability team and associated reporting to meet the requirements of local legislation.

Review and Communication

This Policy and subordinate procedures will be regularly reviewed, published in the Ecosystem IMS and communicated to those working for or on behalf of AECOM.

April 1, 2026

Aaron Langlais
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Date