

Sustainability Policy



At Norman Disney & Young (NDY), we strive to embed sustainability into everything we do: within our business operations, in the services we provide our clients, and in the delivery of our projects.

As an international, multi-disciplinary engineering company providing consultancy services within the built and natural environments, we are well positioned to provide solutions to our clients that deliver a healthy environment and contribute to the community.

Our understanding of a sustainable future is one which meets current needs without compromising the ability of the next generation to meet their needs. Sustainable development requires a process of continuous improvement and as a company we challenge ourselves to reduce our environmental footprint and to optimise social and economic outcomes.

This policy expresses our commitment to sustainability and we expect all our offices, market sectors and personnel across NDY's global operations to contribute to the successful achievement of its objectives.

This policy is applicable to all NDY sites and its directors, employees, contractors and service providers engaged in NDY's operations and activities.

NDY's commitment to sustainability encompasses the following core areas:

Our operations

- » We ensure our business remains sustainable by maintaining our profitability and competitiveness
- » We conduct our business ethically with a high standard of fairness, respect, integrity and honesty
- » We seek to continually improve resource efficiency within each of our offices.

Our customers

- » We are early adopters of new technologies and standards, and ensure we are constantly innovating
- » We will continue to improve the sustainability performance of our projects by promoting design solutions that focus on resource efficiency and environmental management
- » We will ensure customer satisfaction and loyalty through reliable and efficient service delivery.

Our people

- » We strive to keep employees safe, engaged and satisfied in their work
- » We will provide our employees with learning and development opportunities.

Our community

- » We will engage with governments, regulators and industry partners to encourage better environmental and social standards in the built environment
- » We will engage with our partners and suppliers to minimise the environmental impact of our supply chain
- » We will support and build capacity and skills in the communities in which we operate and encourage our employees to be active in their communities
- » Through the efforts of the NDY Charitable Trust, we will continue to provide both financial and on-the-ground expertise in third world and disaster ravaged communities.

Accountability

NDY has established a Sustainability Steering Committee under the Chair of the Global Director Sustainability to identify and manage the risks and opportunities.

Individual business divisions, functions and units are accountable for driving implementation of the NDY Sustainability Policy through the adoption of appropriate policies and systems.

The Sustainability Steering Committee has responsibility for:

- » Reviewing and updating this policy every three years
- » Establishing relevant KPIs which measure and manage performance
- » Reporting against the KPIs and the achievement of the commitments listed in the policy, internally on a quarterly basis
- » Reporting to our external stakeholders through NDY's Annual Report.