



Our goal is to embed sustainability into everything we do: by putting our people first, creating value for our clients and igniting growth in our business.

Sustainability Policy

A sustainable future is one which meets current needs without compromising the ability of the next generation to meet their needs.

We are an international, multi-disciplinary engineering company providing consultancy services within the built and natural environments. As such, our key contribution to the United Nations Sustainable Development Goals is toward goal 11 - Sustainable Cities and Communities. However, we make this contribution through the pursuit of other United Nations Sustainable Development Goals in how we do business through initiatives such as increasing staff diversity, providing training opportunities and transferring technology through industry partnerships.

This policy expresses NDY's commitment to sustainable development. We expect all our offices, market sectors and employees 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. We also encourage our clients to reflect on this policy when considering their own approach to sustainable development.

NDY's commitment to sustainability encompasses the following core areas linked to our Strategic framework:

Putting our people first

- » We conduct our business ethically with a high standard of fairness, respect, integrity and honesty
- » We strive to keep employees safe, engaged and satisfied in their work
- » We will provide our employees with learning and development opportunities
- » 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.

Accountability

- » The CEO is responsible for overseeing NDY's sustainability policy. The Global Director Sustainability has responsibility for reviewing and updating this policy every three years
- » Individual business divisions, functions and units are accountable for driving implementation of the NDY Sustainability Policy through the adoption of appropriate policies and systems.

Client Centricity

- » We will ensure customer satisfaction and loyalty through reliable and efficient service delivery
- » We will engage with our partners, suppliers and clients to minimise their environmental impacts.

Igniting Growth

- » 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 and occupant wellness
- » We will engage with governments, regulators and industry partners to encourage better environmental and social standards in the built environment
- » Through the efforts of the NDY Charitable Trust, we will continue to provide both financial and on-the-ground expertise in emerging economies.



Stuart Fowler
Chief Executive
Officer



Tony Arnel
Global Sustainability
Director



Norman Disney & Young
A TETRA TECH COMPANY