Our commitment to corporate responsibility

**Community value**
- Deliver projects and programmes that build a prosperous society.
- Create opportunities for children and young people to achieve their potential.

**Great place to work**
- Empower our people to realise their potential.
- Promote a diverse and inclusive workplace.
- Support our people's wellbeing.

**Environmental stewardship**
- Improve our environmental impact and promote climate action.
- Support our clients to enable more sustainable communities.

**Integrity in industry**
- Maintain a strong ethical culture.
- Advance our industry to contribute to a more prosperous society.

**Human rights**
- Principle 1 - businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2 - make sure that they are not complicit in human rights abuses.

**Labour rights**
- Principle 3 - businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4 - the elimination of all forms of forced and compulsory labour.
- Principle 5 - the effective abolition of child labour; and
- Principle 6 - the elimination of discrimination in respect of employment and occupation.

**Environment**
- Principle 7 - businesses should support a precautionary approach to environmental challenges.
- Principle 8 - undertake initiatives to promote greater environmental responsibility; and
- Principle 9 - encourage the development and diffusion of environmentally friendly technologies.

**Anti-corruption**
- Principle 10 - businesses should work against corruption in all its forms, including extortion and bribery.

UN Global Compact principles
- Principle 1
- Principle 2
- Principle 3
- Principle 4
- Principle 5
- Principle 6
- Principle 7
- Principle 8
- Principle 9
- Principle 10

UN Sustainable Development Goals
- Prioritised
- Additional

UN Global Compact principles
- Human rights
- Labour rights
- Environment
- Integrity in industry
- Anti-corruption
2019–2020 corporate responsibility highlights

Community value

SDG 4: Quality Education

- 9,089 children and young people reached
- 11,119 community volunteer hours
- £505k corporate and employee donations
- 37% of our people volunteering

Great place to work

SDG 5: Gender Equality

- 33% female employees
- 14% increase in female Associate Directors and Directors
- 84% of our people scored us 7/10 for how fairly people from all backgrounds are treated
- 7.8 /10 average score (out of ten) when asking our people 'how likely it is that they would recommend Turner & Townsend as a place to work'

Environmental stewardship

SDG 11: Sustainable Cities & Communities

- 1.2 average tonnes of carbon per employee
- 54% reduction in CO2e per employee since 2014/15
- 5246 metric tonnes CO2e in total
- 30 offices with ISO14001

Integrity in industry

SDG 9: Industry, Innovation & Infrastructure

- 8.7 average client care score
- 49% net promoter score
- 7.8/10 average score (out of ten) when asking our people whether they are satisfied with our actions taken to be socially responsible
- 5th in the Sunday Times Top Track 250 (UK)

Read more online: www.turnerandtownsend.com/corporate-responsibility

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