

A nighttime aerial photograph of a city, likely Vancouver, with a large stadium in the foreground. The stadium has a glass facade and is illuminated. The city lights are visible in the background, and a body of water is visible in the distance. The sky is dark, and the overall scene is lit up by city lights.

ESG REPORT

NORMAN DISNEY & YOUNG

JULY 2021



**Norman
Disney &
Young**
A TETRA TECH COMPANY

Respect for Peoples & Country

We acknowledge the Traditional Owners of the land on which we live and work in Australia; the Kurna people (Adelaide), the Yuggera people (Brisbane), the Ngunnawal people (Canberra), the Wurundjeri people of the Kulin Nation (Melbourne), the Whadjuk people of the Noongar Nation (Perth), and the Cammeraygal people of the Eora Nation (North Sydney). We pay our respect to Elders past, present and emerging.

Ki te taha o NDY ki Aotearoa, ka mahi ratou i roto i nga rohe o Tamaki Makaurau me Te-Whanganui-a-Tara. Ko Te Ati Awa me Ngati Toa, nga mana whenua o Te-Whanganui-a-Tara. He mihi nui ki a koutou, ko koutou te tangata whenua te Rangatira o tenei rohe.

Ko Ngati Whatua me Tainui, nga mana whenua o Tamaki Makaurau. He mihi nui ki a koutou, ko koutou te tangata whenua te Rangatira o tenei rohe.

Noreira, ka mihi aroha a NDY ki nga tangata whenua katoa o Aotearoa. Ko Aotearoa to Turangawaewae. Ko au he manuhiri i runga i ona whenua.

NDY operates in two locations within New Zealand, Auckland and Wellington. Within the Wellington region the native Iwi are Te Ati Awa and Ngati Toa. In the Auckland region, the native Iwi are Ngati Whatua and Tainui.

NDY recognise these people as the true owners of the land. NDY thank all Maori people of New Zealand and thank them for allowing us to operate within their domain.

We acknowledge that in Canada we live and work on the traditional, ancestral and unceded territory of the Coast Salish peoples—Skwxwú7mesh (Squamish), Stó:lō and Səlílwətaʔ/Selilwítlh (Tsleil-Waututh) and xʷməθkʷəγəm (Musqueam) Nations.

About our cover image: Eden Park in New Zealand is the first stadia project in the Asia Pacific to undertake the process to achieve WELL Health-Safety. The WELL Health-Safety Rating for Facility Operations and Management is an evidence-based, third-party verified rating for all new and existing building and facility types focusing on operational policies, maintenance protocols, stakeholder engagement and emergency plans. NDY's sustainability team acts as the WELL Accredited Professional for the project.

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This Report

Approval

This Environmental and Social Governance Report (“ESG Report”, “this Report”) has been prepared and approved by Norman Disney & Young (“NDY Group”, “we”) on behalf of the reporting entities: Tetra Tech Holdings Pty Ltd and NDY Holdings Pty Ltd.

We have engaged external parties to provide limited external assurance where stipulated, which includes our carbon neutrality declaration.

ESG Disclosures

This report encompasses information related to additional NDY Group disclosures as listed:

- › NDY Ethical Statement
- › 2021 Modern Slavery Statement
- › 2020 Sustainability Policy
- › Data Privacy Policy
- › Business Continuity Policy
- › Panel Pledge for Gender Equality
- › Sustainable Procurement Policy
- › Integrated Management Systems Policy
- › NDY PAS 2060 Qualifying Explanatory Statement

A message from our Global Sustainability Director

The return of our annual sustainability reporting communicates a step change in NDY's efforts to becoming a more sustainable organisation, while continuing to deliver innovative, leading and sustainable outcomes for our clients through their projects.

NDY's ESG priorities identified in this reporting period are informed by listening to our clients, and engaging with stakeholder groups and staff at various points along our journey over the last 12-18 months. They capture our current efforts and forward commitments to reduce our impact on the environment, nurture our people, and engage with our communities and supply chains.

Our 2021 report serves as the reference point for measuring ongoing ESG commitments, as we accelerate our efforts in this decade of change.

Importantly, our report highlights the enormous efforts from staff across all our operating regions and levels to drive positive change: both within our business and for our valued clients.

Mark McKenna

Global Sustainability Director
Norman Disney & Young



Located at 311 Spencer St in Melbourne, the Victoria Police Centre has been awarded a 6 Star Green Star Base Building Certification (Design and As-Built v1.1), alongside a 5 Star Green Star Interiors v1.1 rating.

The new ratings surpass the initial sustainability targets of the project, ensuring the high profile building leads the way with its high-level environmental credentials. Running on 100% renewable electricity from day one of operation, the building truly sets a new standard of excellence for all that follow.

Sixty Martin Place -
Winner of the 2021 Rider
Levett Bucknall NSW
State Development of
the Year (Jointly owned
by Investa Commercial
Property Fund).

The building has been
awarded a 6 Star Green
Star Design & As Built
v1.1 rating and a WELL
Platinum v1 Core & Shell
Certification.

“The development was
an immense success,
and Investa and the co-
owners are extremely
grateful to NDY for their
collaborative approach
and significant technical
contribution to project.”

Shen Chiu
National Development Manager
Investa on 60 Martin Place, Sydney

About Us

Our Vision

To enhance the lives of others, by engineering outstanding projects, mindful that every project matters. To sustain deep and trusting relationships with our clients, through solving their problems and serving them with utmost reliability, and to engage our people with meaningful, rewarding, and inspiring opportunities.

Our Purpose

Our Purpose is 'Making Spaces Work'.

Our Guiding Principles

Norman Disney & Young has a proud tradition of upholding the highest ethical standards in the manner by which we conduct ourselves as a company, which is captured in our six values developed in 2011.

The ethical principles embodied in our values are the signposts by which our employees make business decisions each day. To help ensure that we conduct business according to these principles, we have specific policies and procedures in place that define what we expect of our people. We strive to be ethically, environmentally and socially responsible in all we do.



Our Values

Our Business

Norman Disney & Young, A Tetra Tech Company

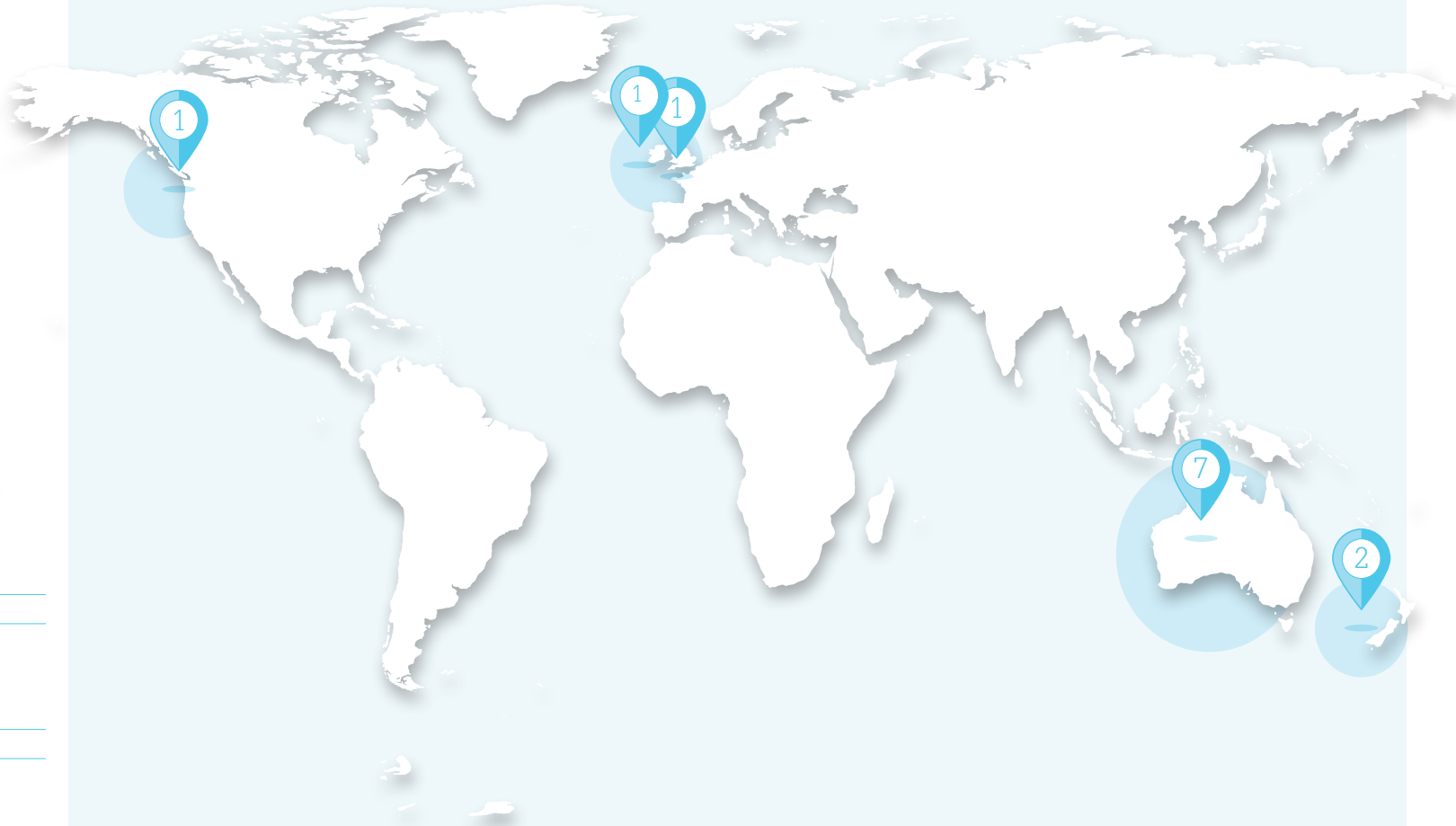
Established in 1959, Norman Disney & Young (NDY), A Tetra Tech Company is a global firm of consulting engineers. With offices in Australia, Canada, United Kingdom, New Zealand and Ireland, NDY is able to deliver innovative, sustainable and tailored solutions for a diverse group of clients. With over 60 years' experience as consulting engineers, NDY has grown its reputation for professional excellence and innovation in building services to a broader suite of client-focused offerings.

Our longevity and growth as a leading consultancy is testament to our people and our reputation in the market.

Our Offices

NDY Group includes the following locations:

- 
Australia
 Adelaide Melbourne
 Brisbane & Gold Coast Perth
 Canberra Sydney
- 
New Zealand
 Auckland Wellington
- 
United Kingdom
 London
- 
Ireland
 Dublin
- 
Canada
 Vancouver



NDY by numbers

 established **1959**

 **9** key markets

12  offices

 **5** countries

Our Business

Tetra Tech

Tetra Tech is a leading, global provider of consulting and engineering services. We are differentiated by Leading with Science® to provide innovative technical solutions to our clients. We support global commercial and government clients focused on water, environment, sustainable infrastructure, renewable energy, and international development. With more than 20,000 associates worldwide, Tetra Tech provides clear solutions to complex problems.

Tetra Tech Sustainability

The ultimate parent of the NDY Group is Tetra Tech Inc, a global engineering firm headquartered in California, U.S.A.

In April this year Tetra Tech launched its 2021 Sustainability Report that sets out its priorities for the coming decade.

NDY's ESG priorities, commitments and actions are aligned and contribute to overall parent company performance.



Tetra Tech High Performance Building Group

Tetra Tech's High Performance Buildings Group (HPBG) brings together the expertise of talented engineers, commissioning agents, and energy analysts from around the world.

Our Group offers high-end building consulting and engineering services around the world. We serve blue-chip clients across every building sector, including commercial, residential, retail, industrial, government, higher education, healthcare, and data centre facilities. Specialists from across Tetra Tech are well positioned to collaborate and share expertise with colleagues around the world, providing a truly global reach.

We are committed to making spaces work, supporting our clients at the cutting edge of performance-based, sustainable design on all types of building projects.

We deliver on our commitment to sustainable design across market sectors, helping our clients create buildings that reduce water and energy usage and improve comfort, wellness, and quality of life for occupants.

HPBG COVID-19 Taskforce

Since the beginning of the COVID-19 pandemic, our High Performance Buildings Group has conducted research into the role that mechanical, electrical, and plumbing (MEP) design can play in mitigating the spread of the SARS-CoV-2 in the built environment, in partnership with Dr. William Bahnfleth, Chairman of the American Society of Heating, Refrigerating and Air-Conditioning Engineers' (ASHRAE) Epidemic Task Force,

All company, cross-border Industry leading partnerships like these have been key to the success of our advice and solutions for Clients managing through the impacts on COVID-19.

Visit the High Performance Buildings website.

[LEARN MORE](#)



25 Kend Street, Brooklyn USA

Our ESG Priorities

The U.N Sustainable Development Goals

Organisations have an essential role to play in helping our world achieve the United Nations Sustainable Development Goals (SDG's).

NDY supports global progress towards achieving the Sustainable Development Goals, particularly as these relate to our business practices and operations.

We have identified twelve of these goals that our business contributes to the most through our client projects, our operations and charitable contributions.



Throughout this report we highlight examples of projects and initiatives that illustrate our contributions.

Appendix B details our alignment and primary actions our business is taking to support those focused 12 U.N Sustainable Development Goals. These actions highlight our work as a commercial business through day-to-day operations, our charitable giving and contributions to client projects.

Material ESG Issues for our Business

In parallel with the SDG's, NDY has determined environmental and social issues that are material to track and report performance against to ensure our continued long-term success. Our priorities are those that have the highest likelihood and consequence of impacting our business; and our ability to create value for our people, clients, and communities.

Our ESG priorities form the basis for communicating our goal of continual improvement.

Stakeholder Engagement

We continuously engage with our stakeholders and use these views, together with research and evidence, to maintain a register of the material risks and opportunities that influence our ability to deliver on our vision and purpose. Key Performance Indicators that address material issues are included in the objectives of our CEO, Leadership Team and other relevant executives, and are directly linked to financial outcomes as part of their performance.

Client ESG Business Considerations

As a global consulting firm NDY's project portfolio spans several industry sectors and regions, and our client ESG business considerations vary. We embrace our role in working closely with our clients to determine how their physical, technological and community assets can benefit long-term business performance.

Our ESG Priorities



Reducing our environmental impact and continually improving business performance.

Reducing our environmental impact and continually improving business performance is essential for our business and aligns with industry, customer and community efforts.



Plumbing Industry Climate Action Centre (PICAC)
Net Zero Energy (NZE) Education Facility

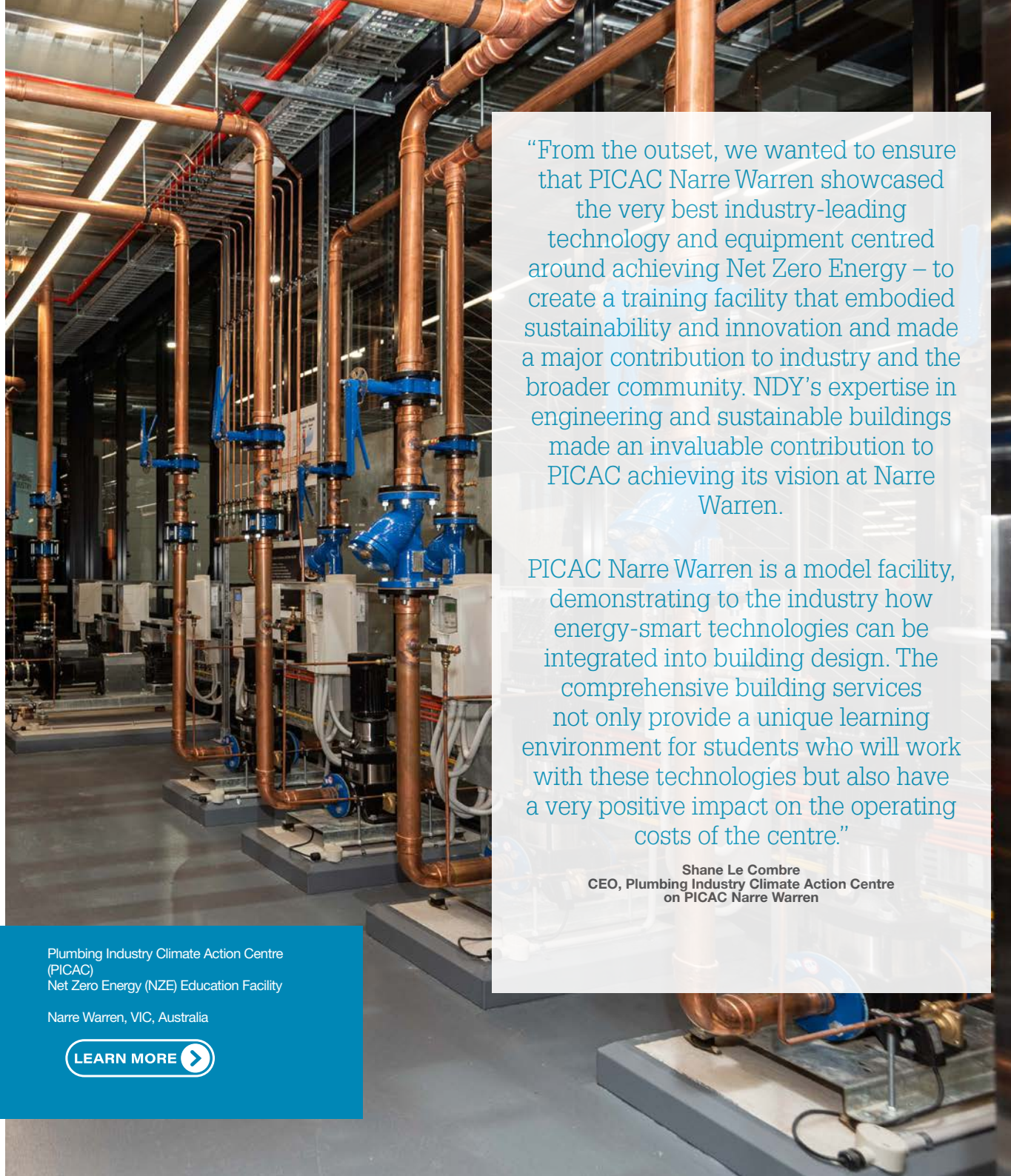
Narre Warren, VIC, Australia

[LEARN MORE](#)

“From the outset, we wanted to ensure that PICAC Narre Warren showcased the very best industry-leading technology and equipment centred around achieving Net Zero Energy – to create a training facility that embodied sustainability and innovation and made a major contribution to industry and the broader community. NDY’s expertise in engineering and sustainable buildings made an invaluable contribution to PICAC achieving its vision at Narre Warren.

PICAC Narre Warren is a model facility, demonstrating to the industry how energy-smart technologies can be integrated into building design. The comprehensive building services not only provide a unique learning environment for students who will work with these technologies but also have a very positive impact on the operating costs of the centre.”

Shane Le Combre
CEO, Plumbing Industry Climate Action Centre
on PICAC Narre Warren



Environment

Since 2014, NDY has reduced greenhouse gas emissions (GHG) intensity from electricity consumption by 23.5%, paper by 78% and air travel by 22%^[1].

Performance Summary

A summary of our performance by recognised environmental metrics is provided below and covers the October 2019 – September 2020 reporting period.

Environmental Performance Metrics	Result
Greenhouse Gas Emissions (Carbon Neutral for scopes 1,2 and 3)	1,519 TCO2e
Tenancy electricity consumed	725,003 kWh
Water consumed in NDY offices	7,845 kL
Office waste sent to landfill	28,073 kg

Greenhouse Gas Emissions

Step 1 – Carbon Neutral Declaration

NDY has calculated its GHG footprint for its global business operations. This has included scope 1, 2 and 3 emissions where relevant and quantifiable; and covers the financial year 1 October 2019 to 30 September 2020. The distribution of emissions across the business locations is provided on the right.

NDY has achieved Carbon Neutral Status for its global operations for the 2020 financial year. This claim has been independently verified in accordance with PAS2060:2014.

Step 2 – Net Zero by 2026

NDY has committed to achieving Net Zero Status for our business operations by FY26. Our commitment includes continual improvement on bottom-line environmental performance, expansion of our scope 3 footprint and investment in carbon removals to offset residual emissions.

Step 3 – Carbon Negative by 2030

Under our parent company Tetra Tech's commitment, NDY intends to support attainment of Carbon Negative status by 2030.



Water Consumption

NDY has undertaken manual estimation of its office tenancy water consumption using industry benchmarking and peak body calculation methods for all regions.

Going forward, our business intends to work more closely with our landlords and ensure any new fitout works incorporate best practice efficiency fixtures and fittings.

Tenancy Electricity

NDY's electricity consumption in FY20 was approximately 34% lower than the previous reporting year, for the most part owing to many of our locations operating remote working for the second half of the reporting year.

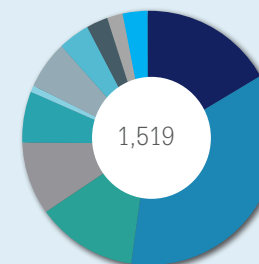
NDY is committed to powering all global offices using renewable electricity by 2024. Where possible, NDY aims to lease spaces within base buildings powered by 100% renewable electricity.

Waste Generation

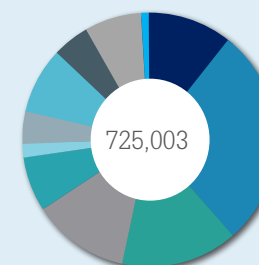
For the FY20 NDY generated an estimated 37 tonnes of waste, of which just over 28 tonnes was sent to landfill.

NDY offices have been implementing various waste recycling schemes, with over nine tonnes of waste diverted from landfill. All offices implement recycling of at least six waste streams with Brisbane, London, Melbourne and Sydney recycling over 10 streams, including bottles, cans, batteries, bottle lids, cork, toner cartridges, coffee pods, soft plastics, aluminium, CD / DVDs and other electronic waste as well as organics.

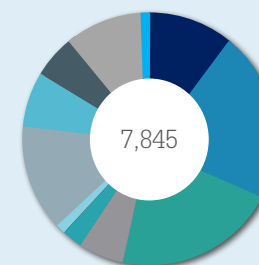
GHG Emissions (TCO2e)



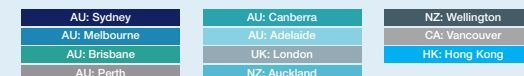
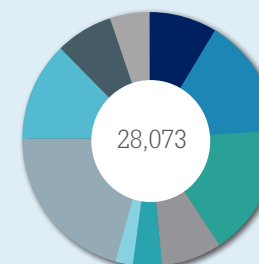
Electricity Consumption (kWh)



Water Consumption (kL)



Waste to Landfill (Tonnes)



[1] Stated reductions are calculated for the 2014 – 2019 period – acknowledging the abnormal impact COVID has had on some business metrics, including tenancy energy, staff business travel and waste to landfill.

Environment

Performance Targets and Initiatives

Performance Metrics	Targets ^[2]	Timeline
Greenhouse Gas Emissions (Scopes 1,2 and 3)	30% reduction on FY20 levels	FY25
	Net Zero Emissions	FY26
	Carbon Negative	FY30
Tenancy Energy	All tenancies to achieve 5.5 Star NABERS or equivalent ratings	FY23
	100% renewable electricity	FY24
Tenancy Water	5% reduction on FY19 levels	FY25
Tenancy Waste	All tenancies to achieve NABERS or equivalent ratings	FY22
	25% reduction in waste to landfill	FY25

[2] Nominated performance targets are assessed against FY20 annual performance levels

Offsetting Residual GHG Emissions

The investment in GHG offsets is a necessary part of any current sustainability strategy and NDY has made significant effort to ensure our approach is both meaningful and credible.

In May 2020 NDY offset its whole-of-business scope 1 and 2 GHG emissions for the 2019 financial year, utilising accredited nature based schemes.

For the 2020 financial year period, NDY has continued to purchase accredited nature based offsets, to support our Carbon Neutral Declaration in line with PAS2060:2014 requirements.

Going forward NDY intends to incorporate GHG removal-offsets as part of its strategy and target to achieve Net Zero emissions by 2026.

NDY Workspaces

Our business is committed to improving the environmental performance of our workspaces, including working with our building landlords.

In addition to targets stipulated in this section, our business has committed to progressing the following initiatives going forward:

- › Incorporating enhanced green leasing conditions in future workspace lease renewals
- › Tenancing net zero carbon buildings by 2026
- › Tenancing all electric buildings by 2030

Our Impact on Projects

Improving our environmental performance extends to our projects and we're proud to partner with engaging, integrity-driven clients to deliver leading sustainability project outcomes. Examples of some of our current and recently completed projects over the last year are showcased in our 'Projects' section of this report (**see page 26**).

“We have delivered a stunning hotel, linked into the heritage Masonic and Buckland buildings, attaining New Zealand’s first Green Star certified hotel – with a 5 star rating. It is a testament to an intensely collaborative delivery from the whole design and construction team, in no small part by including NDY who led our services design and sustainability focus.”

Campbell Williamson
Development Director
Cooper and Company



The Hotel Britomart in Auckland, New Zealand achieved 5 Star Green Star certification. During construction nearly 80% of construction waste was recycled or reused, reducing the environmental impact of building this new hotel, with a particular focus on reuse of heritage materials. The efficient design of the building avoids excessive heat gain or loss, and means that we expect the building to have ~50% fewer greenhouse gas emissions than a building that meets the minimum requirements of the New Zealand building code.

Supporting the Health, Safety and Wellbeing of our People

Our talented people are the foundation of our long-standing success. We strive to provide our staff with the career defining opportunities, mentoring and support, and lasting connections to help them navigate through their personal and professional journey in life.

The NDY Graduate Program offers graduates a comprehensive development program with ongoing technical training and continuous professional development. This ensures that our graduates will receive all the necessary post-graduate training to optimise opportunities for career development and growth.



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



Health, Safety & Wellbeing

Our people are key to our success. We understand that for our people to be able to perform at their best, both at work and in life, we need to support them to grow their careers whilst also giving them the flexibility to nurture their families and take care of their mental health.

We Value our People

In mind during the past three years NDY's people and culture team has implemented a range of strategies to support our staff over the past three years. These activities include a bi-annual employee sentiment survey which measures employee satisfaction across a broad range of issues. Data from the survey is reviewed at the group executive level, areas of improvement identified, and strategic plans developed for each improvement area; in addition to more sophisticated talent management frameworks being implemented and the introduction of a comprehensive and detailed diversity and inclusion strategy and agenda.

These approaches have resulted in the:

- > Creation and implementation of NDY's Flex policy.
- > Employer of Choice for Gender Equality (WGEA).

Safety

As part of Tetra Tech, NDY believes in maintaining our standard of health and safety practices wherever we live or work, ensuring we can be safe every day and everywhere. Integrating these practices into our daily lives is crucial to our employees' well-being and our success as a company. We strive to ensure our staff have the training and resources needed to perform their work safely. In addition to keeping our teams safe in their work-from-home offices and in the field, we want our employees to feel safe bringing their whole selves to work.

Tetra Tech Safety Month

Each June, our employees show how they are committed to being Safe Every Day, making each Safety Month campaign more successful than the last. This year was unique as we continue to deal with the impacts of the COVID-19 pandemic and begin to move to post-pandemic lifestyles.

2021 Safe Every Day Campaign

Our 2021 Safe Every Day campaign encouraged our employees to participate in our Safe Every Day Challenge to show how they are committed to keeping themselves and our colleagues, clients, and communities safe.

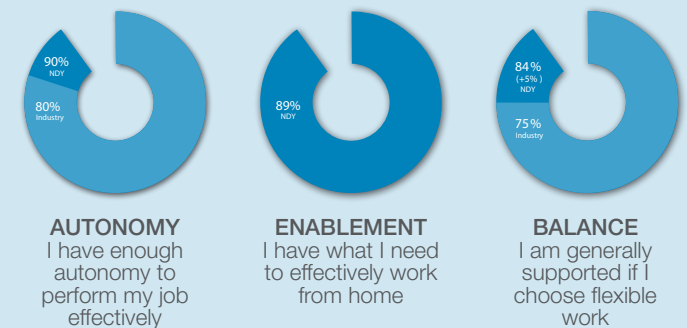
One of the many challenges of the pandemic was finding tools and technology that enabled our global teams to stay safe wherever they worked. We overcame this challenge by training our staff to use our TOTAL mobile app, our new Compliance Training System, and our international safety and security tools. These technology resources will continue to enhance our health and safety program, ensuring our staff are operating safely and efficiently around the world while receiving timely feedback from our health and safety professionals.

Supporting Our People During COVID-19

The Covid-19 pandemic affected all our employees in different ways, one commonality however was that our staff all experienced negative impacts on their mental health. To support our staff through these mental health challenges we launched a year long mental health campaign, 'Your Mental Health Matters', across all our operating regions.

Facilitated each month by a registered psychologist and mental health expert, staff are invited to join a one hour webinar which provides staff with evidence based strategies and information on how to maintain physical and mental wellbeing during turbulent times.

In the first quarter of 2021 we also undertook our bi-annual employee sentiment survey which measures employee satisfaction across a broad range of issues. Data from the survey is reviewed at the group executive level, areas of improvement identified, and strategic plans developed for each improvement area. This year we asked specific questions related to flexibility and autonomy in context of the Covid-19 pandemic. The results were:



Health, Safety & Wellbeing

Global Gender Action Plan

NDY is passionate about and committed to promoting gender equality in all areas. Our tangible actions and achievements in recent years have seen us recognised since 2018 by the Workplace Gender Equality Agency (WGEA) as an Employer of Choice for Gender Equality.

In the 12 months since our first Gender Action Plan was published, we saw a 1% increase in female representation globally, a 13% increase in female graduate recruits and a 4-5% increase of females holding senior Level 4 and 5 engineering roles respectively. That said, we still have a very long way to go. To build on this, the NDY Gender Action Plan 2021-2022 outlines how NDY will continue to embed long term cultural change through innovative, flexible work practices, talent management and leadership to drive and sustain gender equality;

- › Talent profiling and calibration processes each year to help identify different streams of talent capability, high performers in each stream. That data in turn is used to provide targeted and meaningful development and career progression for staff based on their own personal goals, the organisation's needs and their talent capability.
- › Development of structured leadership programs for emerging and senior leaders that provide development on contemporary leadership approaches, build leadership skills and capability, and provides access to individual coaching and support.
- › Implementation of a range of staff wellbeing initiatives including the ability to purchase additional annual leave, a dress for your day policy recognising that corporate dress is not always required, as well as the potential for career breaks, subsidized health and wellbeing subscriptions and support with further education.
- › Reconciliation Action Plan accredited by Reconciliation Australia (see 'Our Communities').

NDY Pride

In 2021 we launched NDY PRIDE, which aims to support our LGBTIQ employees by improving networks for our LGBTIQ team members, providing dedicated and focused resources, and increasing visibility of NDY employee diversity on the basis of gender identity and sexuality.

NDY PRIDE aims to:

- › Connect, support, and inspire the career development of LGBTIQ+ people across NDY globally
- › Provide a platform to share information regarding upcoming internal and external events and initiatives relevant to our LGBTIQ+ team members
- › Increase the visibility of LGBTIQ+ populations at NDY, and in turn, better reflect the communities we work in and for
- › Provide support and assistance for staff who are in or connected to the LGBTIQ+ community
- › Share ideas that will influence positive change towards achieving greater diversity, inclusion, and participation for sexuality and gender diverse people within our industry.

[LEARN MORE](#)

Health, Safety & Wellbeing

Group Health and Wellbeing Program

NDY is serious about putting our people first. We know that each and every one of our staff make NDY the successful company it is. As such, the health and wellbeing of our staff is our top priority.

The NDY Health and Wellbeing Program aims to encourage healthier lifestyle choices as a way of preventing chronic physical and mental illness. In addition, the NDY Group aim to support the health and wellbeing goals of our staff by maintaining a healthy, safe work environment and a company culture that encourages health and wellbeing initiatives.

Employee Assistance Program

In addition to the 'Your Mental Health Matters' program we implemented as a result of impacts from Covid-19 on our employees mental health and wellbeing we have continued to offer all NDY staff access to our Employee Assistance Program which offers our people and their immediate family members access to free, confidential counselling.

Healthy Life Challenge

Each September NDY joins other Tetra Tech affiliates in the 'Healthy Life Challenge' which is focused on encouraging a healthy lifestyle for people of all abilities through wellness and personal fitness goals to promote social sustainability.

In this 30-day challenge, teams from across Tetra Tech set and then work to collectively achieve their fitness goals. An additional element to the challenge is that in lieu of individual or team prizes for those meeting or exceeding their goals teams collectively select a regional or global charities to make a donation to.

The NDY Health & Wellbeing Program aims to encourage healthier lifestyle choices as a way of preventing chronic physical and mental illness. In addition, the NDY Group aim to support your health and wellbeing goals by maintaining a healthy, safe work environment and a company culture that encourages health and wellbeing initiatives.

NDY Flex

NDY Flex forms part of NDY's Group Strategy, which recognizes that flexible work supports business efficiency, performance, engagement, work/life fit, diversity and inclusion by giving employees a meaningful level of control over when, where and how work is accomplished. It forms part of the Global Health and Wellbeing Program and our Diversity and Inclusion Strategy.

[NDY Flex is supported by the Flexible Work Arrangements Policy and Procedure with support and guidelines provided to employees and managers to assist with smooth implementation.](#)

Implementation of NDY Flex required the establishment and practice of network capability to support a 'work anywhere' approach for staff. This foundation served NDY and our clients during the onset of COVID-19 lockdowns across our operating regions, with most staff seamlessly transitioning to work from home arrangement with little or no impact on clients. This has resulted in many staff who had not previously taken advantage of Flex to see the advantages – with nearly 70% of NDY staff now expressing a desire to work remotely between two and five days per week.

Transitioning to Retirement

As lifespans increase, people are working well into their sixties, seventies and beyond. NDY want to retain and engage our valued employees who are in the late stages of their careers with meaningful work. So too, we want to enable our mature workforce to implement changing work-life goals that will enable them to remain socially connected, physically healthy and financially secure as they transition into retirement. This benefits both the employee and NDY.

We understand that retirement is one of the biggest lifestyle changes we will experience in our lifetime, therefore it is important to take a 'whole of life' approach when planning for the future. NDY offer a range of support to employees in the process of planning what their individual 'retirement' will look like, and recognise that plans can evolve over time. Our goal is to help our people to take action towards their changing goals so they can achieve their desired lifestyle outcomes.

This support can include a gradual reduction in the number of hours an employee works and transitioning to casual employment.

3

Engaging and supporting our Communities

NDY values our role in creating thriving communities in the locations we operate and beyond. We partner with industry leading businesses and peak bodies to achieve our common goals. We support community groups to improve culture of place and a sense of belonging for our people and stakeholders.

We also support vulnerable communities through our charitable giving.

4

QUALITY
EDUCATION



6

CLEAN WATER
AND SANITATION



9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10

REDUCED
INEQUALITIES



17

PARTNERSHIPS
FOR THE GOALS



Through the NDY Charitable Trust, NDY is helping to prevent modern slavery through a donation to Hope For Justice, who work on prevention, rescue and rehabilitation of victims of modern slavery. Training as a tailor and supply of a sewing machine can be enough to lift an entire family out of poverty and prevent modern slavery in communities.



Our Communities & Supply Chain

NDY Charitable Trust

NDY's commitment to charitable causes inspired the establishment of the NDY Charitable Trust (the Trust) which provides support to communities in need.

The Trust delivers charitable efforts through a combination of pro-bono, in-kind and cash donations to causes that have a synergy with NDY's business. This complements the practical assistance NDY provides on a range of volunteering efforts around the globe, through its pool of skilled and talented engineers.

When considering charities for donations the Trust's committee use the following criteria for guidance:

- › Assist charities which have a synergy with our business - an example might be aid work which requires our skills
- › Value for money in terms of the benefit provided to the charity we support – a focus on charities that deliver tangible outcomes for those they aim to help
- › Charities which are supported by NDY Staff and have good support from the office involved
- › Charities which have a low overhead
- › In the case of third world countries, charities which have a strong track record of delivering
- › Focus on specific programmes of work delivered by the charity rather than undefined donations to the charity.

During the 20/21 year the Trust supported 20 different charities. The largest beneficiaries described on the right.



Engineering Aid

Engineering Aid inspires and supports Indigenous Australian high school students to become professional engineers.

Our donation specifically supports Engineering Aid's Indigenous Australian Engineering Schools program which identifies regional students in years 10 to 12 who have demonstrated academic excellence in STEM subjects, and brings them to either Perth or Sydney for an immersive week-long program that exposes them to the opportunities for a career in engineering. Students meet with engineers, and visit project sites and universities. The program is highly successful with 95% of students completing high school and 25% of participants going onto further study in the engineering field.



School of St Jude

The mission of The School of St Jude is to educate disadvantaged, bright students from the Arusha District of Tanzania to become moral and intellectual leaders in their country.

St Jude's provides a free, high-quality education to 1,800 students at a primary and secondary campus and has a program to also support its graduates through higher education. St Jude's graduates, supported by the school, are also teaching over 10,000 government school students each year.

This year NDY has supported three students at St Jude's. Our sponsorship supports two primary school students and one third level university student.



Action on Poverty

Timor-Leste has some of the highest rates of malnutrition and child stunting in the world. According to a government health survey in 2016, about 50% of children under the age of five are stunted. Unsurprisingly, this is more frequent and severe among poor families, the majority of which live in rural areas.

The NDY Charitable Trust's donation supported construction of a well in one rural community in Bobonaro District, giving hundreds of people access to water, helping farmers grow crops for nutritious family meals and earn extra income from local markets. Water can also be used by families for drinking and washing.

Our Communities & Supply Chain

Women in Engineering

At NDY we know that gender equality is a key driver for enhancing our reputation as an employer of choice to be able to attract, retain and engage a diverse, high performing team. We also know that achieving gender equality for our business is key to improving business efficiency and performance; and ensuring future sustainability, innovation and growth.

The delivery of our Diversity and Inclusion (D&I) Strategy and Gender Action Plan is driven by a global D&I Working Group chaired by our CEO. This important work is supported by our senior leaders. Our strategy is informed by Engagement & Inclusion Survey feedback from our staff around the World.

Our key gender equality priorities and commitments include:

- ▶ Promoting gender equality within the workplace and our industry to ensure women and men have access to career enhancing opportunities equitably.
- ▶ Continuing to improve our awareness of unconscious bias to break down unhelpful social norms that have the potential to impact decision making to the detriment of women across our operations. This includes when we make decisions regarding recruitment, promotions, organisational design, performance reviews, reward, recognition and procurement decisions. It goes without saying that we have zero tolerance for discrimination, sexual harassment and sexism in the workplace.
- ▶ Increasing support and engagement of females in leadership and development programs and experiences. NDY are committed to gender pay equity and closing the gender pay gap. The pay gap is a symptom of having a greater number of males in senior, higher paid roles and a predominance of females in lower paid and support roles. We have established targets and gender pay gap review mechanisms to support us in closing this gap over time.



International Women's Day is a key event on NDY's calendar. Each year we mark the day with a panel discussion featuring key influencers and thought leaders within our industry. Our 2021 featured a hybrid panel session between Sydney and Melbourne.



Our Communities & Supply Chain

NDY has a proud tradition of engaging with our professional communities and peak body organisations. These partnerships are key to the long-standing success of our industries.

Industry Memberships and Affiliations

In 2021, NDY is proud to continue our industry support and membership with the following national and international peak bodies:

- › UK Green Building Council
- › Energy Efficiency Council of Australia
- › Green Building Council of Australia
- › New Zealand Green Building Council
- › Canada Green Building Council
- › International Building Performance Simulation Association (IBIPSA)
- › International WELL Building Institute (IWBI) Keystone Member (TT High Performance Buildings Group)
- › Australian Passive House Institute



2020 British Research Establishment (BRE) BREEAM Champion Awarded to NDY.



Green Building Council of Australia (GBCA) Perth Green Building Day 2021 (Left GBCA CEO Davina Rooney, Right: Renee Fourie of NDY)



PICAC was awarded the Excellence in Sustainability Award by AIRAH in 2020.



This project highlights our ongoing collaboration with the International WELL Building Institute (IWBI) to enhance health outcomes in our clients buildings.

Our Communities & Supply Chain

Our Action on Modern Slavery

In 2021, NDY prepared its first group-wide Modern Slavery Statement that covers its global operations, in accordance with requirements of Australian and UK legislation. This statement details the actions we're taking to address modern slavery risks arising from our business activities.

To support our Modern Slavery Statement the NDY Charitable Trust supported the slavery prevention work of Hope For Justice in Cambodia with an AU\$10,000 donation.

Hope For Justice is unique in its four pillar approach to ending modern slavery through: 1. Preventing exploitation; 2. Rescuing victims; 3. Restoring lives; and 4. Reforming society.

Their Prevention program, which has been proven effective through deployment in Ethiopia, will now be deployed in Cambodia where the organization found that the majority of children assisted through their Rescue and Restoration programs had originally come from just two provinces in the South of Cambodia.

Hope For Justice will deploy their Self Help Group model in the region. This approach helps avoid family breakdown a major risk factor in child trafficking. Self help groups economically empower and financially educate women and families to meet their basic short-term needs and cope to shocks to their livelihoods. In the longer term women involved in the groups become economically secure and are better able to provide for their families' needs. The groups also provide education on child protection and anti-trafficking. The overall impact is strong families and communities who are able to protect and care for their children and prevent family separation.

Reconciliation Action Plan 2021 – 2023

In 2020, NDY in Australia launched its first Reconciliation Action Plan (RAP). Our RAP was developed in partnership with Reconciliation Australia, the lead body for reconciliation in Australia, who aim to inspire and enable all Australians to build relationships, respect and trust between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. Reconciliation Australia's RAP program provides a supporting framework for NDY to positively contribute to the social, cultural and economic outcomes and wellbeing of Aboriginal and Torres Strait Islander peoples and communities. More broadly, it is NDY's goal to benefit all Australians by fostering greater historical acceptance and cultural appreciation of Aboriginal and Torres Strait Islander peoples and communities, thereby improving respectful relationships with them.

Following implementation of actions included in our first Reflect RAP NDY's second RAP, our Innovate RAP, was endorsed by Reconciliation Australia in May 2021.

This next phase in our reconciliation journey is focused on actions that work towards achieving our organisation's unique vision for reconciliation. Commitments within this RAP allow NDY to be aspirational and innovative in order to help us gain a deeper understanding of our sphere of influence and establish the best approach to advance reconciliation. An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and/or Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation and developing and piloting innovative strategies to empower Aboriginal and/or Torres Strait Islander peoples.

The lessons learned by our Australian offices in both the development and delivery of our first RAP are now being actioned throughout our operating regions with particular emphasis on engagement with indigenous suppliers wherever relevant, for example with Maori suppliers in New Zealand and First Nations suppliers in Canada. In the UK this emphasis is on minority and gender diverse suppliers.

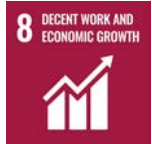


The launch of NDY's first Reconciliation Action Plan (RAP), our Reflect RAP.

4

Governance: Leading by example – Conducting ethical and sustainable business practices.

We strive to be ethically, environmentally, and socially responsible in all we do. Our core values shape the way we do business – sustainably, with integrity, and with client satisfaction at the heart of our project engagements.



Leading by Example

NDY is committed to the highest ethical principles and standards of behaviour in the achievement of its objectives. As a global firm operating in diverse business and social environments, we are proud of our reputation for high ethical standards and we are mindful that they apply both in the way we deliver our services and the way in which we run our business. This is reflected throughout our internal policies and procedures, which encompass our core values (see page 5).

NDY's Approach to Governance

Overview

The ethical principles embodied in our values, policies and procedures are the signposts by which our employees make business decisions each day.

To help ensure that we conduct business according to these principles, we have specific policies and procedures that define what we expect of our people. We strive to be ethically, environmentally and socially responsible in all we do.

Executive Leadership Team

The NDY Group executive leadership team holds ultimate responsibility for company ESG performance. The leadership team comprises regional and management function leaders from across the NDY Group (see appendix A).

NDY Group Executive and Committees

The following committees support the NDY executive leadership team:

- › Safety, Health, Environment and Quality (SHEQ) committee – Oversight of business risk and reporting obligations
- › Diversity & Inclusion (D&I) Committee – Oversight and accountability for delivering company sponsored D&I initiatives
- › Market Sector Committee – Oversight of client experience and key accounts
- › Engineering and Operations Committee – Oversight of engineering practices, engineering excellence, standards and practices.
- › Environmental and Social Governance (ESG) Committee -oversight of business-wide environmental and social commitments and initiatives.

The following sub-committees and task groups are responsible for driving specific business sponsored initiatives:

- › Charitable Trust
- › NDY Pride Network
- › Reconciliation Action Plan Working Group
- › Fearless Entrepreneurs.

ESG Committee

The NDY ESG Committee comprises business and initiative leaders from across the business. The role of the committee is to coordinate, monitor and drive progress of company-sponsored social, environmental and sustainable governance issues.

This committee meets quarterly and works closely with business.



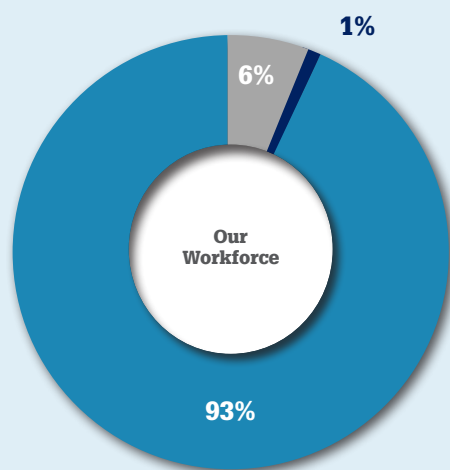
2 Redman Place in London's International Quarter is only the fourth project in the UK to be core and shell certified Gold. In 2020, it also achieved one of the highest ever UK BREEAM scores for a commercial building. Situated across 9 levels, the resilient building has been built with agility in mind, with design features that enable future adaptability as technology and environmental trends continue to evolve. Enabled with advanced mechanical solutions such as central thermal wheel heat recovery systems, efficient LED lighting and integrated hot water systems, the building also features intelligent triple skin Closed Cavity Facades (CCF) that increase insulation and make the entire facility more efficient and comfortable.

Leading by Example

Our Workforce

NDY Group has staff based across our 12 offices and 5 regions. A breakdown of our workforce is below.

NDY Group also relies on established and trusted relationships with several offshore partners to deliver our global suite of service offerings, which includes a staff pool of over 150 engineers, consultants and administrators.



Casual	1%
Permanent	93%
Fixed term	6%

Supply Chain and Procurement

NDY has developed policies and guidelines to support our staff in making responsible decisions, and company sponsored initiatives. Our business has implemented the following policies across our operations, which are updated on an annual basis:

- › Anti-Slavery Policy
- › Sustainability Policy
- › Data Privacy Policy
- › Business Continuity Policy
- › Panel Pledge for Gender Equality
- › Sustainable Procurement Policy
- › Integrated Management Systems Policy.

Management Operations

Safety, Health, Environment and Quality

The NDY Safety Health Environment and Quality (SHEQ) management systems meet the requirements of:

- › ISO 9001 for Quality Management
- › ISO 45001 for Workplace Health and Safety Management
- › ISO 14001 for Environmental Management
- › local legislation and regulations in the areas we operate.

The SHEQ management system formalises the policies, procedures and processes that will be implemented across NDY offices to meet its management systems compliance obligations and shall apply to all workers, contractors and offshore partners.

Staff Training

NDY and our parent company Tetra Tech conducts extensive theory-based and applied training for its staff, covering a broad range of environmental, social and governance related issues.

Employee Onboarding

Our company supports staff as they join NDY by providing ethics-based training, in line with our values and ethical business practices. This includes:

- › Online Modules including Workplace, Health & Safety, Bullying & Harassment, Privacy & Confidentiality, Modern Slavery Awareness, Building Resilience, Managing Mental Health Risks at Work, Diversity & Inclusion (Unconscious bias), Leading Self through Change, Performance management (THRIVE) module and Indigenous Cultural Training (Australian employee only)
- › Face to face/Virtual onboarding induction including Office Orientation, People & Culture, WH&S, Finance, Legal and Systems – sessions are tailored based upon the new employees role and requirement.

Graduate Program

The NDY Graduate Program seeks to provide our new graduates with the tools and experiences required to establish and build a fulfilling career with NDY. Graduates will develop in-depth understanding and knowledge of their chosen area - working on live projects and getting on and off-the-job training. Access is provided to an active support network of line managers, mentors, subject matter experts – all on-hand to help our graduates get the most from their experiences.

Management and Leadership Training

We invest in our current and future leaders, providing them with training and tools to support their personal and professional growth. This includes:

- › ‘Manager 101’ online training modules including Managing Wellbeing, Onboarding & Inductions, Reward & Recognition, Managing Performance and Managing Exits
- › Emerging Leaders Program: An introduction to leadership to provide participants with an overview of leadership theory and skills practice which serves as a foundation to the Senior Leadership Program. This program is targeted to those new to leadership who have the potential, ability and aspiration to fulfil a more complex senior leadership role in the future
- › Senior Leaders Program: Nominees will already be displaying the potential, ability & ambition to reach a senior leadership role. Nominees typically have already attended the Emerging Leaders Program and this advanced leadership program provides an extension of their learning.

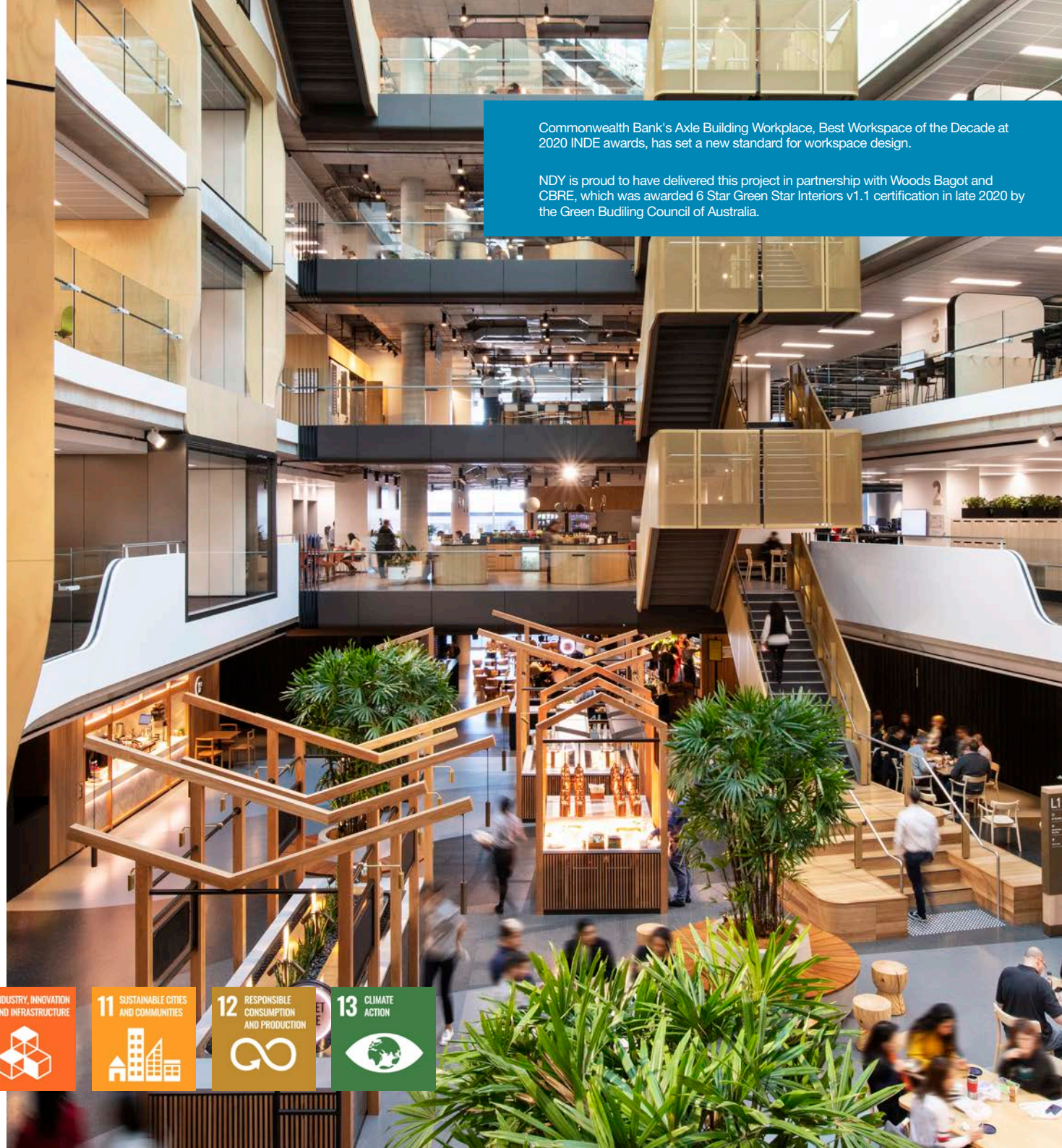
5

Delivering leading, innovative and sustainable projects for our clients

We thrive on delivering leading, innovative and sustainable solutions for our valued clients and their stakeholders.

Commonwealth Bank's Axle Building Workplace, Best Workspace of the Decade at 2020 INDE awards, has set a new standard for workspace design.

NDY is proud to have delivered this project in partnership with Woods Bagot and CBRE, which was awarded 6 Star Green Star Interiors v1.1 certification in late 2020 by the Green Building Council of Australia.



Leading Innovative, Sustainable Projects

A sample of our recently completed and in-progress projects are provided. For further information on these and other leading NDY projects please visit www.ndy.com

1. Pavilion, International Quarter London, UK

NDY were appointed as part of a team that had the brief to deliver a landmark destination at the entrance to International Quarter, Stratford, London, adjacent to the Queen Elizabeth Olympic Park. The innovative building includes a Cross Laminated Timber (CLT) and glulam beam structure and a highly glazed façade, located on a challenging site directly over a DLR tunnel.

2. Millennium Bridge House, London, UK

NDY's thermal-storage design negates the need for heating or cooling plant to be roof-mounted, so allowing more than 2,500m² of roof space to be used by the public, retail and office building tenants.

The existing building's roof offered no rooftop amenities, and all usable space was dedicated to HVAC plant.

3. 1550 Alberni Vancouver, CA

The 43 floor iconic modern residential tower has cutting edge architectural design in the heart of Vancouver's prime residential downtown district.

The tower meets the ground with two intersecting domes with wood furnished balconies.

4. 400 West Georgia, Vancouver, CA

Georgia Street is the Central Business District 'high street', home to Vancouver's architectural monuments and landmark buildings. Westbank, one of North America's leading property developers, contracted NDY targeting a LEED Platinum level of design for a high-performing commercial office tower.

5 Australian War Memorial, Canberra, AUS

The AWM is a nationally significant project with deep cultural significance. With the delivery to take place over 7 years, the project will expand gallery spaces, improve and modernise Memorial buildings and enhance the visitor experience. We are also setting the sustainability strategy across the project, providing tangible outcomes for the memorial and the community.



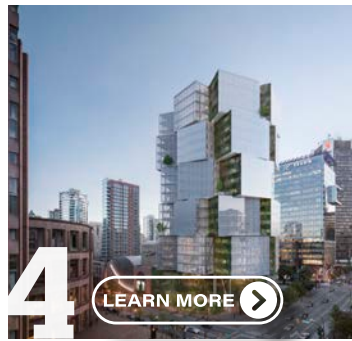
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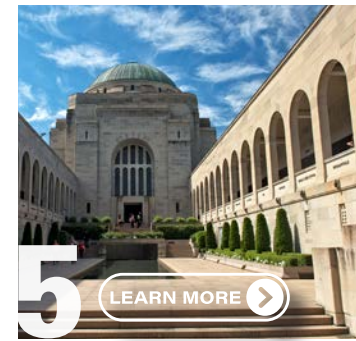
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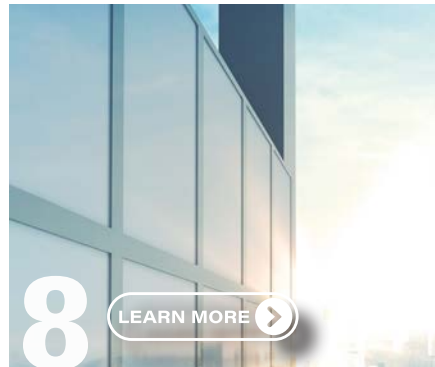
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10

6 Locomotive Workshops, AUS

New commercial office and retail space within the existing Locomotive Workshop Building that was built in the mid 1800's. It was very important to the client that the project achieves the maximum Green Star and environmental ratings possible. Due to the unique nature of the site, the retention of the heritage style building is also critical to the project.

7. PICAC, Melbourne, AUS

PICAC Narre Warren is Victoria's first all-electric Net Zero Energy (NZE) education and research facility, providing vocational training to support Victoria's construction industry. The innovative facility focuses on new technology, risks and approaches and teaches everything from mechanical and gas installation to health and safety programs.

8. Arcadia Funds Management, AUS

As an example of our corporate advisory work, NDY represents Arcadia Funds Management as sustainability advisors for their property portfolio. This has included developing the company ESG Framework and Action Plan, a Net Zero Roadmap for their commercial assets and voluntary GRESB reporting.

9. Hotel Britomart, Auckland, NZ

10-level hotel development in the Britomart precinct. The hotel offers ninety-nine rooms arranged over nine floors with three additional suites on the tenth floor. The Ground Floor of the hotel will be occupied by retail outlets and food and beverage offerings.

10 Commercial Bay, NZ

Commercial Bay is the regeneration of Auckland's downtown precinct that is home to world class office, retail, food and beverage facilities bringing together over 10,000 people in the heart of the Auckland waterfront. The project has successfully benchmarked the sustainability of the design, having achieved a 5-Star Green Star Design rating, and is on track for As-Built certification.

Appendix A: Committees and Memberships / Affiliations

NDY Committees and Working Groups

NDY Executive Leadership Team

- › Stuart Fowler, CEO
- › Genevieve Gowland, Director – People & Culture
- › Andrew MacGregor, Director – Commercial & Risk
- › Alan Edler, Group Market Sectors Director
- › Rhian Chapman, Director – Finance
- › Ben White, Director of Global Specialist Groups
- › Sarah Dawson, Head of Marketing & Communications
- › Sam Aloï, Australian Regional Director
- › Michael Sullivan, New Zealand Regional Director
- › Ragz Padayachi, UK Regional Director
- › Jonathan McCowen, Canada Regional Director

ESG Committee

- Committee members 2020 – 2021:
- › Bruce Penglis (SHEQ)
 - › Claudia Burbidge
 - › Genevieve Gowland (People & Culture)
 - › Mark McKenna (Chair)
 - › Sarah Dawson (Marketing & Communications)
 - › Stuart Fowler (CEO, NDY Exec Representative)
 - › Sam Aloï (NDY Exec Representative)

Reconciliation Action Plan Working Group

- Committee members 2020 – 2021:
- › Andrea Lawrie
 - › Aviva Gunzburg
 - › Claudia Burbidge
 - › Connan Brown
 - › Hannah George
 - › Jeremy Mitchell
 - › Peter Needham
 - › Karen Iles
 - › Lucy Stevenson
 - › Michael Markidis
 - › Sam Aloï (Chair)
 - › Sarah Dawson
 - › Jennifer Boxall
 - › Jessica Pegg

Modern Slavery Task Group

- Committee members:
- › Claudia Burbidge
 - › Mark McKenna (Chair)
 - › Rhian Chapman
 - › Sarah Dawson
 - › Stuart Fowler

NDY Charitable Trust








- Trust members:
- › Arif Zaher
 - › Darrel Williams
 - › Drew Roche
 - › Sam Aloï (Chair)
 - › Jean Lewis
 - › John McIntosh
 - › Jonathan McGowan
 - › Lucy Stevenson
 - › Kai Khaw
 - › Chenille Rose Montalto
 - › Rhian Chapman
 - › Cara Clancy

Diversity and Inclusion Committee

- › Gabriel Lu
- › Jessica Pegg
- › Thomas Warren
- › Damien Mays
- › Crispin Jones
- › Jean Lewis
- › Sandra Rucins
- › Renee Fourie
- › Stuart Fowler (Chair)
- › Liana Paolino
- › Genevieve Gowland
- › Verity Whittaker
- › Ross Bagnall
- › Jennifer Boxall (Secretary)

Appendix B: Aligning our actions with SDG's

SDG	Descriptor	No.	NDY Alignment
 3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote wellbeing at all ages	3.3	NDY's Charitable Trust activities for this reporting period included allocation of funds to Timor-Leste Bobonaro District community well, supporting access to fresh water. See page 18 for further information.
		3.8	NDY provides a range of health and wellbeing amenities and benefits to its people through its People and Culture Peoplestream platform.
 4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.1	NDY through its charitable trust is continuously identifying opportunities to support youth education. Last year, our business provided funds to support Engineering Aid in Australia. This program supports Indigenous Australian high school students to become professional engineers. See page 18 for further information.
		4.4	
		4.6	NDY through its charitable trust has been a long standing supporter of the School of St.Jude in Tanzania, providing financial support to their education programs for the third consecutive year. This year NDY has supported three students at St Jude's. Our sponsorship supports two primary school students and one third level university student. See page 18 for further information.
		4.a	NDY provides design services to support several state and national governments deliver sustainability, disability and gender sensitive facilities. For the reporting period this included design and specialist engineering services for over 20 education facilities.
 5 GENDER EQUALITY	Achieve gender equality and empower all women and girls	5.2	NDY launched its first Modern Slavery Statement in April 2021 and has committed to working and supporting our supply chain to reduce all forms of modern slavery, including violence against women. As a business, NDY also has a zero-tolerance policy for all forms of violence against women. During this reporting period NDY also donated funds to Hope for Justice, who work who work on prevention, rescue and rehabilitation of victims of modern slavery. Further information can be found here.
		5.5	NDY supports equal leadership opportunities for women and this is a key component of our company Diversity and Inclusion Action Plan. Further details can be found on page 15.
		5b	NDY engages with international and national organisations to promote the empowerment of women in engineering. Our company also holds annual events to communicate our support. Details on this reporting period activities are provided on page 15.
 6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all	6.1	NDY's Charitable Trust activities for this reporting period included allocation of funds to Timor-Leste Bobonaro District community well, supporting access to fresh water. See page 18 for further information.
		6.4	Our business is actively working with our clients to deliver improved water efficiency across a range of sectors globally. A sample of the sustainable project outcomes achieved on projects can be found in section X
		6.5	Our 2021 ESG Report outlines targets for assessment and improving water efficiency across our global operations.
 7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	7.2	Our sustainability commitments in this reporting year include powering our office workspaces with 100% renewable electricity. In addition, our business has demonstrated our leadership on projects by encouraging and designing renewable energy systems to deliver low/zero carbon outcomes for our clients. A key example of our work is the recently completed PICAC Narre Warren project in Victoria, Australia. Further information can be found on page 26.
		7.3	
		7a	As part of our project work, NDY also partners with industry bodies such as the Clean Energy Finance Corporation (CEFC) and Australian Renewable Energy Agency (ARENA) and Energy Efficiency Council of Australia (CEFC) to drive greater research and adoption of scalable renewable energy technology.
 8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.5	NDY employs engineering and administrative staff support from multiple regions, including developing nations in compliance with local legislation and company policies.
		8.7	NDY's annual Modern Slavery Statement can be found here , which outlines our commitments and planned actions to reduce all forms of slavery in our supply chains.
		8.8	NDY employs engineering and administrative staff support from multiple regions, including developing nations in compliance with local legislation and company policies.

SDG	Descriptor	No.	NDY Alignment
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.1	
		9.2	
		9.4	We support this initiative through the design of sustainable and resilient infrastructure. A sample of NDYs projects and our sustainability achievements can be found on page 4.
 10 REDUCED INEQUALITIES	Reduce inequality within and among countries 1	10.2	
		10.3	NDY's company policies outline our commitment to diversity and inclusion for our staff and stakeholders, and can be found on page 15.
		10.4	
		10b	The NDY Charitable Trust supports various causes in African countries in line with our ESG priorities, aligned with national, regional and local programs.
 11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable	11.3	We support this initiative through the design of sustainable and resilient infrastructure for our clients and stakeholders. A sample of NDYs projects and our sustainability achievements can be found on page 4.
		11.4	Through our projects we help preserve the cultural integrity and heritage for major national places of significance. An example of this includes the Locomotive Workshops in Everleigh, Sydney Australia. For further information please see here.
		11.6	We support this initiative through the design of sustainable and resilient infrastructure for our clients and stakeholders. A sample of NDYs projects and our sustainability achievements can be found on page 4..
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	12.2	
		12.5	Our ESG Commitments forming part of this report and achievements to date demonstrate our ongoing commitment to the efficient management and use of natural resources.
		12.6	
 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	13.1	We work with clients to implement design measures that improve resilience and adaptability to our changing climate. A sample of NDYs projects and our sustainability achievements can be found on page 4.
		13.3	Our company training program, planned for launch in September 2021, sets out a modular training program for our staff on pressing sustainability issues. As a leader in sustainable design, our company also promotes and demonstrates successful implementation of sustainability outcomes for client projects.
 15 LIFE ON LAND	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	15.2	For the 2018-19 reporting period NDY offset is scope 2 emissions with forest management and reforestation nature-based offsets through an accredited provider. For this reporting period, NDY has offset its scope 1,2 and 3 emissions through nature based offsets as part of our carbon neutral declaration in line with PAS2060:2014.
		15.3	
 17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalize the global partnership for sustainable development	17.3	
		17.6	The NDY Charitable Trust actively seeks donations from internal and external stakeholders and allocates these funds to various environmental and social programs in developing nations.

Contact us



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