

Sustainability Report 2015



In the first sustainability report for the new AECOM, we bring together the best work of our former companies from around the world. In this report we showcase our passion for corporate social responsibility, keen focus on supporting the communities where our employees live and work, and the ambitions we have for sustainability for the future.

Sustainability is at the core of what we do. We approach every project's sustainability challenges by leveraging our expertise to make a lasting and positive impact on society and the environment. As a global company, our unique ability to integrate leading industry insights with sustainability tools and resources is what helps us manage our clients' investments and deliver a better world.



The U.K.'s greenest civic centre

Incorporating a host of energy- and water-saving fixtures, sensors and gardens, the Brent Civic Centre in London is the first public building in the U.K. to receive an Outstanding BREEAM rating for sustainability. The combined office building and community space features a concrete façade and lightweight roof that harness natural light and warmth, but limit excess heat and glare, while open windows and ventilators provide fresh air and natural cooling nearly year-round. AECOM delivered an array of planning, design and sustainability services for the project.

- Expected to use 65 percent less energy and 45 percent less water than a conventional building
- Consolidates functions from 14 buildings, saving £2.5 million (US\$3.7 million) in annual operating costs
- Cooling, heating and power run on 11 different fuels, primarily waste fish oil, one of the least carbon-intensive biofuels
- Sustainable Project of the Year, 2014 Building Awards

Above: Brent Civic Centre, London, England. AECOM's role: town planning, engineering design, environmental and sustainability services.

Cover image: NASA Ames Research Center, Moffett Field, California, United States. AECOM's role: architect of record, engineer of record and landscape architect of record.

Delivering the future

AECOM is a company with a vision to build a better world.

Our projects transform communities, improve lives and power growth by designing, building, financing and operating infrastructure assets around the world.

AECOM's 2015 sustainability report is our first since we completed the largest combination of firms in our industry's history. Within it, you'll find work ranging from building energy efficient sports stadiums to piloting a food warehousing system that supports food production and revenues for small farmers in Mozambique and Zambia, as well as public-private partnerships to develop sustainable urban living solutions and provide disaster response and resilience planning. These stories highlight our common purpose: to positively impact lives, transform communities and make the world a better place.

The greatest positive impact we make globally is in the transformational outcomes we deliver. Our employees are unrivaled in solving complex challenges and pursuing innovative solutions for the greatest benefits. We find ways to help clients use less energy and water, make the most of natural resources, recycle materials where feasible, streamline systems, improve delivery and enhance products and services, all with an unwavering attention to safety.

Sustainability is also at the core of how we run our company. We take our responsibilities seriously, and continue to deliver improvements in our environmental performance across key performance indicators including greenhouse gas emissions (GHGs), water, waste and energy and preparedness for the impacts of climate change. This year, we committed to reducing AECOM greenhouse gas emissions by the year 2020, as further detailed ahead in this report.

Our company is built around the power of connected expertise and collaboration to reimagine and create new potential for built and natural environments. Together, we strive to make a lasting and positive impact on society and the environment that will make a difference for future generations.

Best Regards,



Mike Burke
Chairman and CEO



"The greatest positive impact we can have globally is in the transformational outcomes we deliver."

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The steps we took in 2015 to continually improve and expand our commitment to sustainability reporting.

Projects



A greener shade of gold

*Golden 1 Center, Sacramento,
California, United States.*

Golden 1 Center, home of the NBA's Sacramento Kings, is on target to achieve a minimum of LEED Gold. The arena is designed to revitalize downtown Sacramento and offers a unique indoor-outdoor environment with hangar doors that open to welcome fans and allow breezes that naturally cool the building. AECOM provided a combination of urban planning, architecture, sports architecture, landscape architecture and building engineering services.

One hundred percent of the arena's electricity will come from solar energy, allowing it to serve over 200 events a year at net-zero energy. Through LED lighting, lighting controls, heat recovery and a "Fan First" ventilation system, the building saves enough

energy to power a 120,000-square-foot office building. Through native and drought-resistant plants, water-sensitive landscape design, high-efficiency cooling equipment and low-flow plumbing fixtures, the building will save 700,000 gallons of water annually.

- Sourcing 90 percent of food and beverages from within 150 miles will help reduce the building's carbon footprint by 2,000 tons annually.
- Thirty-six percent of materials for the building come from recycled sources, including fans' old athletic shoes, which are recycled in the court's foam layer.

Innovative solutions.
Positive impacts.

At AECOM, we connect expertise across services, markets and geographies to deliver transformative and sustainable outcomes. Worldwide, we design, build, finance, operate and manage projects and programs that unlock opportunities, protect our environment and improve people's lives.

Here we highlight several exemplary projects and their sustainability features delivered for our clients around the world.



Los Angeles International Airport
Central Utility Plant, California,
United States.

Sky high improvements

Ambitions to improve energy efficiency and environmental performance at Los Angeles International Airport have produced impressive results. Replacing a 50-year old facility, the airport's new Central Utility Plant (CUP) is 25 percent more energy efficient than its predecessor. For example, upgrading to variable-flow pumping technology for the plant's chilled-water systems saves almost 1.6 million kilowatt-hours annually. In addition, improvements include a new heat-reflective roof, drought-tolerant landscaping and automatically controlled lighting and air-conditioning systems that have been designed to achieve a LEED Gold rating. We supported the program with construction management services.

- CUP is expected to save the airport an estimated US\$7 million annually in electrical and natural gas costs, with an additional US\$2 million in savings from municipal utility rebates as a result of the plant's ability to generate electricity through its operations.
- The energy efficient operations are reducing carbon dioxide emissions by 4,890 tons per annum.

Gateway WA Perth Airport and
Freight Access Project, Western
Australia, Australia.



On the road to sustainability

Electric vehicles, recycled materials and energy-efficient lighting all formed part of the approach to delivering a safer and more efficient drive around Perth Airport in Australia. Main Roads Western Australia wanted its Gateway WA highway and interchange upgrade project to be designed, delivered and operated in a socially and environmentally responsible manner. AECOM developed the project's sustainability program, which has helped Gateway WA win the distinction of becoming the first road project in Australia to earn an Excellent rating for design from the Infrastructure Sustainability Council of Australia.

- Project site staff drove electric vehicles for their inspections.
- Constructors have used more than 907,000 metric tons (1 million tons) of recycled material and repurposed 1.6 million metric tons (1.8 million tons) from cut-waste recycled materials to date.
- Substitution of materials resulted in an approximate 10 percent reduction in total asphalt quantity for the project overall.



Denver Union Station, Colorado,
United States.

**From steam engine to
economic engine**

**2014 Project of the
Year, Design-Build
Institute of America**

Supporting Denver’s work to achieve its 2020 Sustainability Goals, AECOM helped transform an underused neighborhood into a new transit hub. The Union Transit Station project in Denver, Colorado converted almost 20 acres of an abandoned rail yard into a mixed-use development that combines bus, light rail and passenger rail facilities with 1.35 million square feet of office, retail and residential property development and public space. AECOM coordinated all aspects of transportation planning and acted as lead designer for the design-build team that delivered the US\$489 million transit component of this public-private partnership.

- This project supports Denver’s efforts to achieve its 2020 Sustainability Goals, which include reducing the number of single-occupant vehicle commuting trips.
- The Union Station Bus Concourse has a LEED Gold rating for its use of recycled materials in construction and the incorporation of skylights in its design to provide natural light, among many other sustainability features in its design and operation.
- 2014 Project of the Year, Design-Build Institute of America.



Breaking down the barriers

We are implementing a USAID program, the Southern Africa Trading Hub, which aims to increase intra-regional trade, food security and international competitiveness for farmers. One of the program’s initiatives was recognized with a 2015 Oracle Sustainability Innovation Award. For decades, smallholder farmers have lacked adequate storage facilities for their harvested produce and suffered up to 30 percent losses. The warehouse receipts system (WRS) provided a solution with Oracle technology.

- WRS offers smallholder farmers the opportunity to store produce rather than sell it at harvest time when prices are at their lowest.
- Storage facilities use a web-based application that integrates commodity receiving systems with the payment of the supplier.
- A recordkeeping application analyzes data and enables financiers to pay the supplier accurately and on time for goods delivered.

Warehouse Receipts System
project, Zambia and Mozambique.



Energy audits for Lucite
International, North America,
Europe and Asia.

**Improving impact and the
bottom line**

The twin target of reducing its carbon footprint while also saving money was the challenge set by global acrylics manufacturer Lucite International. Its goal was to achieve 20-percent savings in energy costs and reduce carbon below 2010 levels by 2020. AECOM performed audits on five of Lucite’s global sites, including those in the United Kingdom, United States, China and Taiwan. Beating Lucite’s targets, our team of engineering and sustainability professionals identified energy efficiency measures that could reduce 30 percent of total carbon emissions and 20 percent of total energy consumption at these facilities.

- The measures identified potential savings across the five sites of over US\$20 million and more than 140,000 metric tons of carbon dioxide.
- Many of the measures focused on improvements at the Sulphuric Acid Recovery unit (SAR) which consumes more than 60 percent of the energy at each plant.
- Opportunities for on-site power generation were also identified, with some sites having the potential to become self-sufficient in power, significantly reducing costs and also improving business resilience to external factors such as unplanned outages.



Building more resilient cities

Against a backdrop of increasing globalization, climate change and urbanization, 100 Resilient Cities — pioneered by The Rockefeller Foundation — (100RC) was established to help cities build resilience to social, environmental and economic shocks and stresses. The program aims to help cities to become more resilient to the wide range of complex and interrelated physical, social and economic challenges facing them.

AECOM is a strategy partner for 100RC, working alongside chief resilience officers in 16 cities helping to assess the city’s baseline resilience and developing strategies to improve the resilience to everything from homeless and affordable housing, to sea level rise and drought, to cyber and energy security. As key partner to 100RC, AECOM is also helping to develop and refine tools, share lessons learned and scale best practices for 100RC. AECOM was supporting the following cities (by the end of 2015): San Francisco, Dallas, Berkeley, Oakland (United States), San Juan (Puerto Rico), Montreal (Canada), Santiago de Los Caballeros (Dominican Republic), Mexico City, Juarez, (Mexico), Quito (Ecuador), Rotterdam (Netherlands), Melbourne, Sydney, (Australia), Bangkok (Thailand), Wellington and Christchurch (New Zealand).



Operation energy savings

The U.S. Navy’s Space and Naval Warfare Systems Command (SPAWAR) Systems Center Pacific, in San Diego, California, is a state-of-the-art research, development and testing facility for command, control, intelligence and communication systems and ocean surveillance operations. AECOM delivered an innovative and comprehensive energy savings performance contract that dramatically improved energy conservation across the facility’s 224 buildings with a combined workspace of 3,032,000 square feet.

- AECOM’s Sustainable Systems Integration Model for Energy™ tool generated and evaluated multiple energy conservation measures options in a live “game-boarding” environment.
- The project achieved a net energy reduction of 37 percent, driving US\$383,000 in annual utility cost savings.
- As a result, the facility reached its mandated energy goals two years ahead of schedule and strengthened its future resilience and mission capability.

Images courtesy of BAS and James Morris



Halley VI, Brunt Ice Shelf, Caird Coast, Antarctica.

A research station for the world’s toughest climate

The world’s first-ever permanently manned, fully relocatable polar research station, Halley VI, is a record breaker in many ways. It was created for the British Antarctic Survey (BAS) with AECOM as multidisciplinary engineer and lead consultant and Hugh Broughton Architects as designer. The project won the 2015 American Society of Civil Engineering’s Outstanding Civil Engineering Achievement Award.

The station’s design was developed to minimize environmental impact. A vacuum drainage system has helped to reduce water usage from 120 liters

(31.7 gallons) per person per day at Halley V to just 20 liters (5 gallons) per person per day.

- Sewage is first treated in a bioreactor before being incinerated. This means when the station moves, nothing is left behind except clean water.
- Highly energy efficient, Halley VI uses 7 percent less fuel than the previous BAS station. Its cladding incorporates polyisocyanurate foam, a high-performance insulator, and translucent glazing using nanogel technologies developed in the

aerospace industry that offer high levels of thermal insulation and light transmittance.

- The modular design and large steel skis on each foot enable the station to be relocated, adapting to changes in the ice shelf upon which it sits.

Top left: 100 Resilient Cities workshop, Bangkok Thailand.
Top Right: SPAWAR Systems Center Pacific, San Diego, California, United States.

Environmental impact

Smart water saving

In Austin, Texas, AECOM's campus consists of five buildings that span 24 acres with landscaped areas. Water conservation initiatives, introduced by the local sustainability committee, have reduced water usage by 32 percent in 2015 (based on a 2011 baseline).

Solutions, such as installing an automated system to prevent irrigation system leaks and moisture sensors that adjust the watering schedule based on rainfall, have generated a water savings of more

than 14.3 million gallons since 2011. To increase savings further, the committee is evaluating additional measures including rainwater harvesting and inclusion of low-water-use plants, known as xeriscaping.

Although the majority of our offices do not have the ability to track water consumption, several offices in our Greater China/Southeast Asia region also track their water use, reporting a 17 percent reduction on a per capita basis from FY2014 to FY2015.

Chelsea Burkett, local sustainability committee leader at AECOM's Austin, Texas, office, demonstrates new moisture sensors that are one of several water savings projects on campus.

Doing more with less

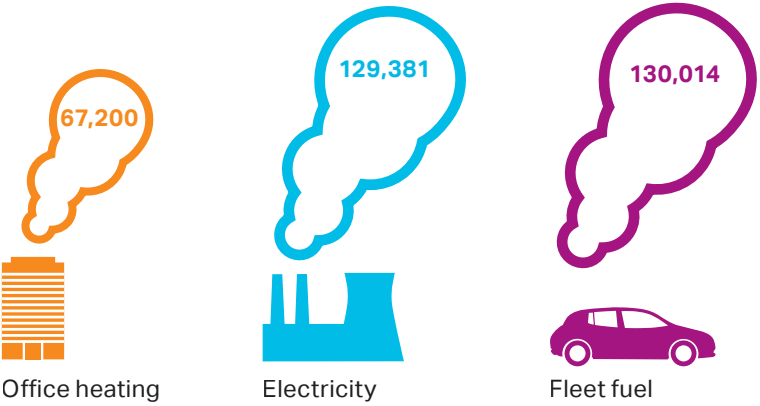
In every aspect of our lives we are aware of the impact we make on our planet. As a global corporation we take our responsibilities seriously and have made great progress in reducing our environmental impacts. We look at all areas of our operations, from reducing our consumption of resources such as paper and water, to reducing our emissions from fleet vehicles and offices. We know there is always room for improvement and we continue to set newer and higher targets for our environmental performance.

Our carbon footprint

We regularly measure and report on the volume of greenhouse gas (GHG) emissions resulting from our operations. With the acquisition of URS Corporation and Hunt Construction in 2014, the magnitude and relative mix of AECOM's GHG emissions have changed significantly. As such, we have chosen to use this year's 2015 GHG inventory, which includes all major sources of emissions for the combined company, as our new baseline year for reporting purposes.

Starting with this year, we implemented a global methodology based on the Greenhouse Gas Protocol (developed by World Resources Institute and World Business Council on Sustainable Development), to manage the transparency, accuracy and consistency of the data collection and calculation processes. Our new global sustainability data management tool, powered by FigBytes, will allow us to more efficiently and effectively analyze data trends and identify opportunities for continuous improvement.

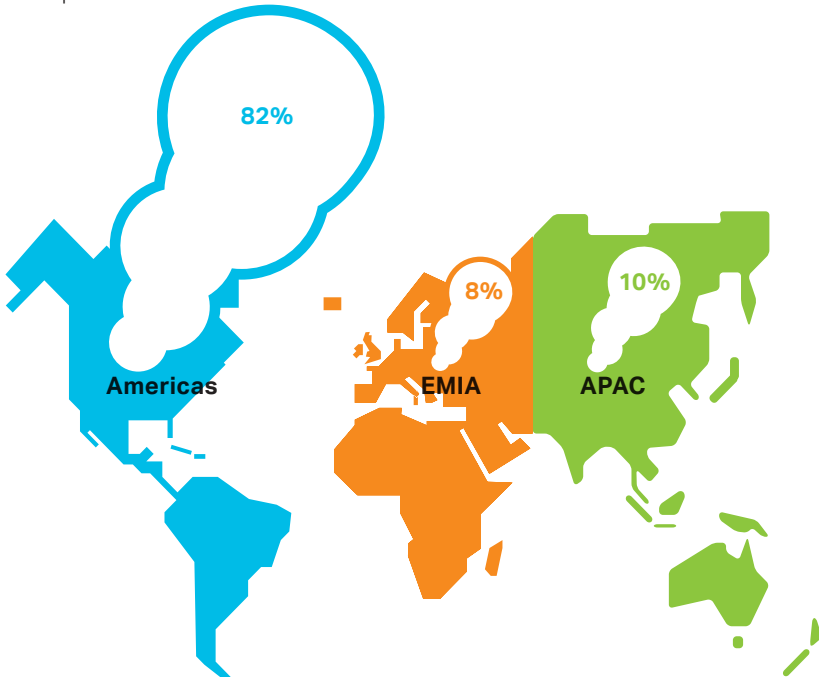
2015 GHG emissions by source
Scope 1 and 2 (metric tons CO₂e)



2015 performance indicators
Scope 3 (metric tons CO₂e)



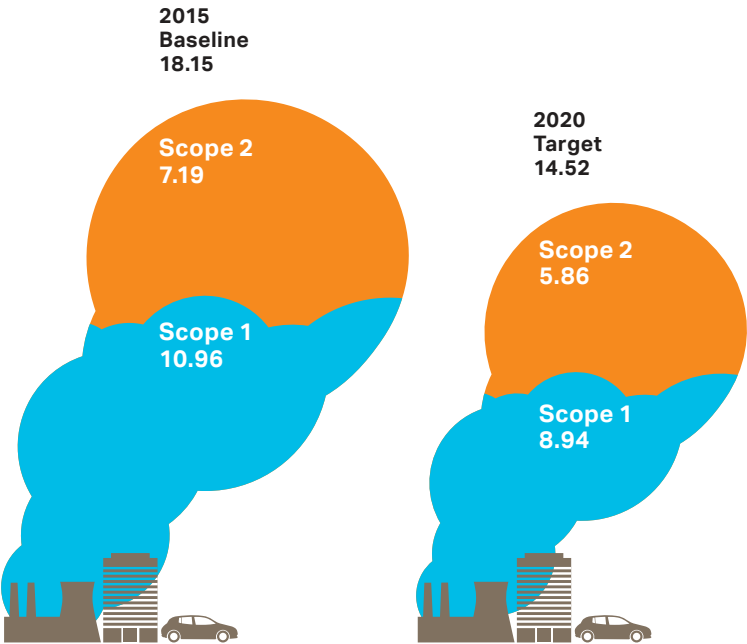
2015 GHG emissions by region
Scope 1 and 2



Setting targets

By 2020 we aim to reduce our GHG emissions by 20 percent, normalized by revenue, below the 2015 baseline. We plan to achieve this target by first focusing on our two largest sources of emissions — fleet fuel use and office electricity and natural gas consumption. Specific initiatives include consolidating our real estate footprint globally, transitioning to a leaner and more fuel-efficient fleet of vehicles in our Construction Services Business Group, improving sustainability training and access to tools/resources for our project managers, and developing sustainability guidelines for new leases and leasehold improvements. In our commitment to continuous improvement of our environmental performance, we will assess new emissions reduction opportunities as we collect and analyze improved data from our global operations.

GHGs reduction target
Metric tons CO₂e / \$USMillion



Partnerships

Kuala Lumpur, Malaysia.

Stronger together

We believe that working across sectors and disciplines lead to more sustainable outcomes. In 2015, we developed strategic partnerships with likeminded organizations from the public and private sectors, including non-governmental organizations, to tackle complex sustainability challenges.

Building a living laboratory

The Kuala Lumpur Centre for Sustainable Innovation (KLCSI) is a joint venture between AECOM and Malaysia's Ministry for Federal Territories. It focuses on public and private sector engagement to develop innovative and sustainable solutions for improving the city's livability.

Launched in 2015, the KLCSI provides a collaborative hub to encourage pilot projects for the built environment, as well as city management, urban mobility, information and communications technology, public safety, waste and water management and clean energy. It provides a space for international experts, local

entrepreneurs and innovators to share knowledge and technology.

Initial projects include a bike sharing initiative aimed at reducing the city's traffic volume, a community food-waste-to-compost recycling network to support urban gardens and a community center to encourage intergenerational connectivity between the elderly and youth.

"We hope to open the door for bigger impactful schemes that AECOM can deliver by leveraging on our own innovative practices worldwide."
Dr. Thomas Tang,
director, KLCSI



Urban SOS: All Systems Go

AECOM's Urban SOS, sponsored in 2015 by the Van Alen Institute and 100 Resilient Cities — pioneered by the Rockefeller Foundation, is a global student design competition. In the award's sixth installment, university teams were asked to identify risks facing urban food, energy and water systems and to offer strategies that make these systems more efficient, equitable and accessible.

Judges awarded the top prize to a team of graduate students from the University of Pennsylvania who offered an ambitious new urban landscape plan to help Singapore

become self-sufficient in its food production. The team received a US\$7,500 prize and up to US\$25,000 of in-kind staff time to support advancing their project.

The runner-up teams were from the Massachusetts Institute of Technology, Berkeley City College, Louisiana State University and the University of the Aegean, Greece.

“We believe that tomorrow’s cities will require holistic, integrated thinking – like that advanced by Urban SOS participants in this competition – to prepare for the challenges ahead and to prioritize the long-term projects they pursue, develop and fund.”

Mike Burke
Chairman and CEO



Winners of the 2015 Urban SOS accept their awards from Los Angeles Mayor Eric Garcetti (second from right) and AECOM Chairman and Chief Executive Mike Burke.

Measuring resilience

According to its latest assessment, the United Nations Office of International Strategy for Disaster Risk Reduction (UNISDR) believes the global impact of disasters now costs up to US\$300 billion annually. But greater collaboration between cities and businesses is reducing shared risk and increasing shared value in the face of this challenge.

A new tool is helping bring together the private and public sectors in this area. AECOM developed the Disaster Resilience Scorecard in partnership with IBM and the UNISDR. It has been used in dozens of cities around the

world to engage local businesses, communities and government departments to build a quantitative picture of the strengths, weaknesses, opportunities and threats upon which to prioritize disaster risk reduction measures, response planning and recovery. In Bandung, Indonesia, the scorecard has strengthened the links between the public and private stakeholders who can contribute to disaster risk reduction.

The scorecard won the 2015 ND-GAIN Corporate Adaptation Prize from the University of Notre Dame, United States.



Bandung Mayor Ridwan Kamil. Indonesia's third largest city is part of the UNISDR Disaster Resilience Scorecard initiative.

Meiwan Kartiwa

Combined efforts are paying off

Since 2012, AECOM has partnered with CDP's Global Cities program, providing data analysis and information design for its annual global reports. Cities are hubs of innovation, growth, urbanization and economic activities, but they also consume significant amounts of energy and contribute to carbon dioxide emissions. This presents cities with a major opportunity to

combat climate change. More than 500 cities use CDP's platform to report on their climate change-related data every year. CDP and AECOM use this large data set to produce analysis and reports relating to how cities are tackling these challenges.

To learn about CDP's Global Cities Report 2015 [click here](#).

AECOM's Michael Whitworth, senior engineering geologist, in Nepal with the Institution of Structural Engineers' Earthquake Engineering Field Investigation team.

Community



A global response to the Nepal earthquake

In the aftermath of Nepal's massive earthquake in April 2015, our employees rallied to assist in the disaster relief and recovery efforts in one of Asia's most disadvantaged countries.

AECOM's Guillaume Prudent-Richard and Amit Prothi were on assignment in Kathmandu, Nepal's capital, when the quake struck. They were there to help run a disaster-risk management workshop, but what was only a scenario model for the two planning experts suddenly became very real. They worked with the client, Kathmandu Valley Development

Authority, to ensure everyone on the project was accounted for and safe.

Their colleagues in our corporate, regional and local offices donated more than US\$95,000 to international aid organizations, such as the International Red Cross and RedR, in the months following the event.

AECOM also assisted employees who wanted to provide on-the-ground support in Nepal. One employee, Michael Whitworth, a senior engineering geologist, participated in a scientific and engineering fact-finding mission with the Institution of Structural Engineers'

Earthquake Engineering Field Investigation team. Michael and his team went to Nepal to provide technical evaluation of Nepal's infrastructure and to collect scientific and engineering facts that will help identify the causes of building failures, landslides and other issues.

Building a better world with volunteerism

We believe in the collective energy and effort of our people to benefit society and the environment through financial support, pro-bono work, participation in events and more. We embrace the opportunity to engage with, and contribute to, the communities where we live and work. We foster a professional environment where meaningful community involvement is both encouraged and supported.

Volunteering around the world



Canada

Employees helped raise C\$235,877 (US\$181,374) for the United Way nonprofit organization by enrolling in the voluntary payroll deduction contribution program and hosting a range of creative fundraising activities including bake sales, Halloween parties, silent auctions, marshmallow towers and eBingo. AECOM in Canada matched 50 percent of all employee donations.



United States

AECOM employees with Washington River Protection Solutions (WRPS) helped introduce more than 3,700 local students to the world of engineering through presentations and fun interactive games as part of Engineers Week.



Scotland

A team of seven from our Edinburgh Tanfield office spent a Sunday carrying out repair work on the Bo'ness and Kinneil heritage railway — a popular local tourist attraction that relies on the work of volunteers for its operation and maintenance. Using their engineering experience, our volunteers provided manpower to help prevent persistent flooding.



Uganda

Employees from Salt Lake City, Utah, United States, supported an Engineers Without Borders project in Uganda. The team assisted a sustainable well drilling program that engages local tradesmen and women.



United Arab Emirates

AECOM Unity representatives collected cash donations from staff in response to a powerful snowstorm that swept across Lebanon and Jordan. The donations were given to the UAE Red Crescent to help buy blankets, winter clothes and food supplies for people living in refugee camps.



India

Several employees participated in a two-week trip to Hyderabad in support of Pollinate Energy, a not-for-profit organization committed to supporting the next generation of social entrepreneurs by providing access to sustainable and affordable technologies.



China

Walk for Nature is the World Wildlife Fund (WWF)-Hong Kong's largest annual fundraising event and highlights the need for environmental conservation by increasing public awareness and appreciation of nature. AECOM was the Sunbird Sponsor and a group of 30 people including employees, friends and family members participated in the walk.



Australia

The kitchen at social housing complex 100 Hampton Road in Perth provides residents the skills to obtain employment in the food and hospitality industry. In a pro-bono partnership with community organizations, AECOM helped build the thriving community asset.

478

Number of charitable organizations supported globally in 2015

People



Safety

AECOM's culture of caring sets an expectation for each employee, contractor and business partner to take personal responsibility for protecting the safety of our colleagues and others associated with our work. Whether located on a project site, in the office or at home, we embrace safety as a lifestyle choice by maintaining essential safety procedures and behaviors everywhere we go.

As highlighted in our recently released 2015 safety report, we have exceeded

our safety performance goal — coming in at 7.5 percent under our targeted corporate recordable incident rate. Similarly, our corporate lost workday case rate has reduced by 11 percent*. This number represents a significant decrease in both the number and severity of serious injuries globally.

**To account for AECOM's integration with legacy URS, this percentage is the average improvement from 2010 to 2015. 2010 to 2014 data reflects*

legacy AECOM operations; 2015 data reflects the combined company's operations.

"The true mark of our success lies in keeping our employees and the end users of our projects safe each day."

Andy Peters
Senior Vice President,
Chief Safety Officer

Making amazing happen

People are at the heart of everything we do — from our employees, clients and subcontractors, to our academic partners, investors and suppliers. We thrive on these human connections to drive sustainability in our work, and we know that our success is inextricably linked to respecting each other's ideas, diversity and cultures.

As a global firm operating in more than 150 countries, AECOM has built its reputation on promoting an environment free from discrimination and harassment, and where wellness is a priority. We take pride in our culture of safety, integrity and equal opportunity in all areas of employment, including recruitment, hiring, training and promotion. Our award-winning Supplier Diversity Program ensures that small and historically underutilized businesses have the maximum opportunity to succeed.



Ethics

"We have succeeded in earning our clients' trust by delivering outstanding customer service and fully committing to acting ethically in all that we do. Integrity guides us as we conduct our business around the world."
AECOM Chairman and CEO, Mike Burke

AECOM's Ethics & Compliance program is an integral part of our company's culture. It encompasses the key elements of ethics and compliance best practices, including policies and procedures, training and assurance.

Training: AECOM's mandatory Code of Conduct online training is available in 15 languages. In addition, employees are assigned training on evolving areas of compliance on a regular basis.

Hotline: We maintain a 24-hour, seven-day-per-week hotline with extensive language capabilities open to all employees, contractors and third parties.

Governance: AECOM's leadership communicates regularly about the importance of integrity to all employees. Each geography and business line has an ethics and compliance committee that reports quarterly to the Global Ethics & Compliance Committee.

Professional development

We want our people to reach their full potential. To meet these goals we provide a supportive professional environment full of opportunity — whether it is participating in one of the more than 10,000 courses offered by AECOM University, being recognized in our awards programs, taking part in our career planning program or working on some of the world's most exciting projects.

Our career planning program is a partnership between employees, managers and the company that helps both personal goals and business needs. It allows employees to take ownership and initiative for their own careers, supported by managers who serve as catalysts, coaches and supporters.



Lac-Mégantic train derailment disaster cleanup, Quebec, Canada.

Diversity and Inclusion



"Inclusiveness is about making the mix of our diverse perspectives work to achieve better business results."
Liz Sepetjian, Director, Diversity and Inclusion, Talent Management

We embrace the diversity of every employee through an inclusive and accountable culture.

At AECOM, diversity and inclusion are embedded in our core values and are key drivers of our success. Our innovation is enhanced by our ability to draw from a wealth of different backgrounds and experiences. Our diversity also enables us to better understand our clients and the communities in which we live and work.

We believe in fostering an environment free from discrimination and harassment and in ensuring equal opportunities in all areas of employment, including recruitment, hiring, training and promotion. We want to ensure that all employment practices are objective and free from bias, are based solely on work criteria and individual merit and meet the broader goals and objectives of the company.

Supplier diversity

2015 Small business accomplishment summary
Includes US federal government contracts and EIC business group



Supplier diversity is an important part of the way we do business. We recognize small business concerns to ensure that small, women-owned, HUBZone, veteran-owned and service-disabled veteran-owned businesses have the maximum practicable opportunity to compete for the procurement of goods and services. We are committed to an effective supplier diversity program that demonstrates measurable improvement from year to year and is consistent with recognized industry objectives, applications and contractual expectations of our clients. This corporate commitment extends to the procurement of all goods and services, whether the purchases support federal, state or local governments, commercial clients, or in-house needs.

- *Champion of Veteran Enterprise*, National Veteran Small Business Coalition (NVSBC)
- *Top Military Friendly Supplier Diversity Programs*, National Veteran-owned Business Association (NaVOBA)
- *America's Top Corporations for Women's Business Enterprise*, Women's Business Enterprise National Council (WBENC)

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This report contains Standard Disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines. References to where information related to the Standard Disclosures are provided in the table above.

The GRI G4 sustainability reporting framework informs the process by which the AECOM Sustainability Program team identifies and prioritizes what we include in the sustainability report. AECOM will continue to improve our alignment in future reports. AECOM is

also a signatory of the United Nations Global Compact, and this report supplements our 2015 Communication on Progress.

This report has been audited by an independent team of internal subject matter experts to check that the information and facts presented in it reflect our performance.

About this report

This 2015 Sustainability Report reflects the entirety of our new, integrated company following the acquisition of URS Corporation and Hunt Construction in 2014. It relates to AECOM’s fiscal year ending September 30, 2015. Our extensive business reorganization meant that a joint report was not issued in 2014, and the 2015 metrics will establish a new baseline year from which trends in subsequent years will be measured.

Guidance on the structure and content of this report has been provided by AECOM’s Sustainability Report Advisory Board, an 18-member body of sustainability leaders from around the company representing the different business groups, geographies, and functional areas. The input provided by this board throughout the report’s development process enables the assessment and inclusion of sustainability-related priorities and viewpoints from our global operations.

Various internal and external stakeholder groups were involved in the review of the report to assess sustainability issues material to our operations.

About AECOM

Our clients face tough challenges, and we work to understand and solve them better than anyone else. We match the complexity of these challenges with the diversity of our expertise, spanning all phases of the development life cycle — design, build, finance, operate and manage. This experience delivers innovative solutions that transform communities and improve lives. The result of our work is not just a single solution but an outcome in which circumstances are dramatically changed for the better. The revitalization of a neighborhood. The next generation of a business. The growth of an economy. The stabilization of a country. The health of the planet. This is how we are built to deliver a better world.

AECOM is publicly listed (New York Stock Exchange: ACM) and is governed by a 12-member Board of Directors which ensures the company maintains its position and reputation as an ethical leader.

- 7 continents
- 92,000 employees
- 150+ countries
- ~US\$18B revenue

Fast Facts

Global Headquarters: Los Angeles, California, United States

Ranked #1 in *Engineering News-Record's* "Top Green Design Firms"

Ranked #1 in *Engineering News-Record's* "Top 500 Design Firms"

Named one of Fortune magazine's "World's Most Admired Companies"

Diversity/Careers Magazine: Best Diversity Company

Our success only comes when we hold true to our shared purpose and core values:

People

The expertise, passion and thought leadership of our talented people around the world make our success possible. We respect and encourage our people's ideas, diversity and cultures.

Clients

We are committed to our clients and to setting industry standards for service and delivery. We take ownership for solving our clients' problems and anticipating new opportunities.

Excellence

We believe in delivering unequivocal excellence in everything that we do.

Integrity

We must always maintain our commitment to acting ethically and with integrity — in all that we do, every day of the year.

Safety

We are a company that puts safety first. We are all accountable for keeping ourselves and our colleagues safe, and for delivering work safely to our clients.

Innovation

We differentiate our company by challenging ourselves to look for new and better ways to deliver our expertise through innovative solutions that enable each client to realize its vision.



AECOM provided construction management for One World Trade Center which is seeking LEED® Gold certification through the use of renewable energy sources, low-energy HVAC solutions, high-performance façades, non-ozone-depleting chemicals, sustainable materials, and rainwater collection and recycling systems.

Closing Message from the
Sustainability Program
Advisory Board

Throughout this report, we highlight examples of the good work AECOM has performed in providing sustainable solutions to our clients’ needs while taking steps to reduce our environmental impact, enhance and support the communities that support us and create a safe, rewarding and meaningful work environment for our employees. In addition, we hope to challenge ourselves to make progress toward a more sustainable future. The way forward is to acknowledge our achievements, identify areas for improvement and develop strategies to address these opportunities. To achieve our goals, we require a strong framework for a long-term sustainability culture — a system of policies, programs and resources that guide the company’s sustainable growth. Leadership by example will inspire our employees to embrace it.

For questions about this report, please contact sustainability.support@aecom.com

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Ben Smith
Director of Sustainable Development

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Shelia Stark-Bailey
Senior Counsel, Legal

Dr. Thomas Tang
Director, Sustainability & Corporate Initiatives, Asia

Award-winning conservation

The Lawrence Livermore National Laboratory, California, United States, to which AECOM is a contributing partner with leadership responsibilities for Facilities, Infrastructure, and Environmental, Safety & Health, was recognized for its efforts in water conservation by the National Nuclear Security Administration (NNSA), which selected the lab for one of its 2015

sustainability awards for innovation and excellence. The award was for the lab’s multifaceted approach to water conservation in drought-stricken California. Through implementation of its water conservation plan, which targets water consumption in cooling towers, domestic use and irrigation, the lab cut its water use by more than 10 percent of its 240 million gallon annual total.



LLNL Sustainability Manager and AECOM employee Michael Cowen (recently retired), standing next to a reverse osmosis unit that recycles water for a lab cooling tower, says the lab’s sensitivity to the state’s drought led to some changes, including cutbacks of more than 10 percent of its normal water use (photo courtesy Lawrence Livermore National Laboratory).

