

Equity, Diversity and Inclusion (ED&I) are core to our vision — a world where infrastructure creates opportunity for everyone. When we bring together a multitude of voices, ensure that every voice is heard and cultivate equitable opportunities for all, we are stronger, smarter and better. Our commitment to equity, diversity and inclusion enables us to better anticipate our clients' needs, understand the challenges facing the communities we serve, drive innovation that propels our industry forward and realise our purpose of delivering a better world.

The actions we are taking to create a more inclusive workplace at AECOM are:



ED&I targets

We set stretching and challenging targets in the following areas to measure our progress in terms of representation:

- Women in leadership
- Overall women
- Underrepresented communities

Progress is reported at a board level on a monthly and quarterly basis to ensure senior leadership accountability.

Please see below for further information.



Accreditations

We have achieved our Clear Assured Gold ED&I accreditation and are working towards our Disability Confident Leader Status.



Inclusive reward

Continually work to reduce our Gender Pay Gap.



Benchmark our approach

Annually we take part in the Times Top 50 employers for gender equality, to ensure we do a thorough audit of our ED&I activities and strategy. In 2024 we secured a coveted place on the list.



Employee resource groups

We have four employee resource groups who will continue to provide support, advocacy, and a sense of community for underrepresented groups, fostering an inclusive workplace culture that attracts and retains diverse talent.

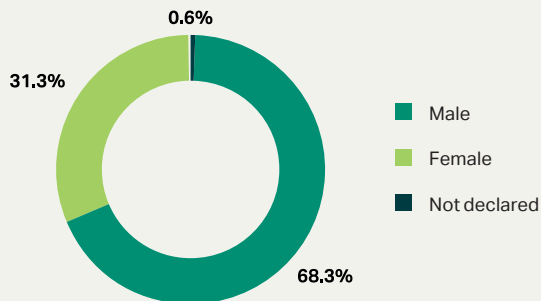


Inclusive talent

Continue to embed inclusive job adverts, diverse interview panels and diverse recruitment marketing to reach under-represented communities. In terms of early career talent we saw 41% of new hires were women in 2023 we aim to increase this to 50%.

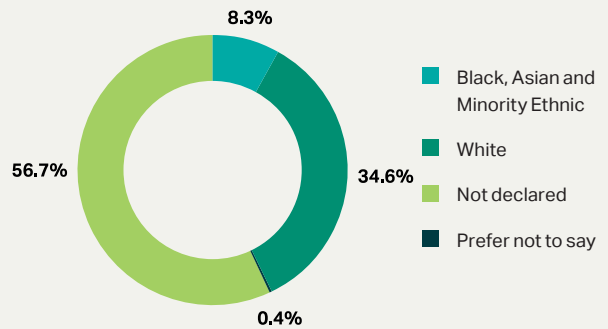
ED&I representation data at AECOM in the United Kingdom and Ireland (UK&I)

UK&I Gender representation



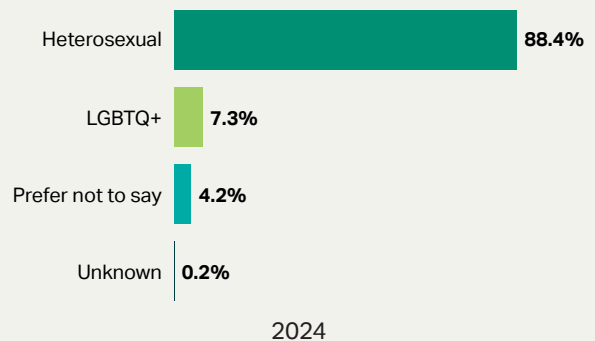
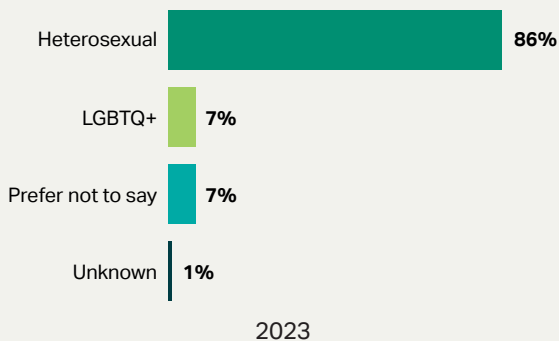
As of August 2024, the gender diversity in AECOM UK&I stands at 31.3% female and 68.35% male. These numbers are positive compared to 2023 where representation of women at AECOM was 30.1%.

UK&I Ethnicity representation



As of August 2024, the ethnicity diversity in AECOM UK&I stands at 8.3% Black, Asian and Minority Ethnic employees, 34.6% White and 56.7% undeclared. There are ongoing data campaigns to increase the equality data we store. These numbers are positive compared to 2023 where representation of Black, Asian and Minority Ethnic employees, 6.5%.

UK&I LGBTQ+ representation



UK&I Disability representation

