



Case Study



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# Embedding sustainability action

Supporting our Resilient World strategy, and ensuring that every employee understands what role they can play in embedding sustainability actions and behaviours throughout the organisation we utilise a framework we call the sustainability promises.

The sustainability promises are developed each year taking into account feedback from assurance/auditing activities, new/upcoming legal requirements, responding to new global trends, feedback, and scoping from external benchmarks,

commitments and partnerships as well as the UN Global Compact Principles. They are approved annually by the sustainability committee which is made up of member of the executive committee and rolled out in Q1 of each year.

In 2016 our global sustainability promises focused on five areas:

		Achieved	Key outcomes
Global promises	Develop a road map for human rights with focus on modern slavery <a href="#">See Human rights</a>	Yes	Significant focus in 2016 with review of key processes and procedures to ensure human rights risks are considered, and publication of modern slavery statement in December. Work in this area is ongoing.
	Reaffirm our carbon strategy and goals in light of COP21 outcomes <a href="#">See Carbon management</a>	Yes	Modelling of a new carbon reduction target using science based targets completed, 2017 will look to roll out strategy to meet first milestone.
	Publish and implement a framework in support of the Resilient World Foundation of Excellence <a href="#">See Our approach</a>	In-part	Framework for foundation of excellence has been developed and agreed, with aims and long term goals set in key areas.
	Embed sustainability into Identify, Acquire and Delivery processes <a href="#">See Delivery section</a>	Yes	Project sustainability framework has been defined and key processes and procedures updated to ensure sustainability issues are considered. Work in 2017 is focusing on awareness of this framework, and capturing best practice from projects on close out.
	Define Resilient World innovation criteria with one portfolio <a href="#">See Climate resilience section</a>	In-part	Two key areas – climate resilience and circular economy have been identified as innovation portfolios and we continue to build on strategy for roll out, and monitoring of these areas.

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## Global Sustainability Promises 2017



The training was shortlisted for a Learning Technology Award for Best use of social and collaborative learning technologies in 2016.

To date over 5000 employees have completed the module.

## 2017 global promises

The focus for our 2017 promises centres around four areas, wrap II of which build on the work undertaken in 2016, alongside consistency of approach and messaging throughout the business:

- Publish and implement a cost effective global carbon reduction strategy with milestone targets developed in 2016 that support the need to keep global temperature increase below 2°C.
- Facilitate improvement actions relating to commitments set out in the Modern Slavery statement including capacity building and due diligence.
- Build awareness and technical understanding of what we mean by sustainability in projects.
- Develop a single point portal of sustainability related resources and tools for employees and ambassadors which provide global consistency of approach.

We made significant progress in all areas relating to our promises, and work in all areas will continue into 2017 and beyond. For more information, please follow the links in the table.

All business units developed promises specific to the needs of that business with a line of sight to the global promises which were tracked throughout the year.

Our offices were required to undertake three actions:

- Improve their 5 star office efficiency rating by 1 star where possible
- Complete an annual office profile review
- Undertake at least one community/charity event

These actions focused on continual improvement of the efficiency of our offices and reduction in energy usage, and engagement of our employees to support the communities in which we work. Actions were tracked using the annual office profile review and

offices were awarded star ratings and recognition for their achievements/commitments. See [5 star efficiency factsheet](#) for detail on the 5 star office efficiency programme and progress in this area.

In addition to the 2016 promises, and to encourage discussion and engagement of sustainability within the business and raise awareness of the Resilient World strategy, a new online e-learning sustainability awareness module was developed. The module provides employees with an interactive learning experience that takes them through what sustainability means, sustainability in Amec Foster Wheeler, then through three project and office scenarios with key decisions to make throughout. The programme provides feedback on the decisions made and the outcomes of the other possible choices, resulting in a score which the learner is able to share on our internal social media channel, Yammer, and discuss with other learners in that space.