

# Sustainability Report 2011







# Sustainability Policy

## Our Commitment

AECOM is committed to follow, promote and implement good sustainability practices and apply global sustainability principles to the way we do business and the way we satisfy our clients' needs. We are committed to being proactive in balancing economic development with environmental stewardship and social development.

## Our Principles

Our policy is based on the following principles:

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To integrate sustainability considerations into all our business decisions and design.
- To communicate and explain our sustainability policy to all employees and to encourage improvement of policy where appropriate.
- To engage with our employees by leading by example.
- To make clients and suppliers aware of our sustainability policy and encourage and advise them to adopt sound sustainable management practices.
- To provide sustainability services to clients, i.e., help them develop and implement sustainability plans.
- To give consideration to the social and environmental impacts of our activities, services and decisions with the goal of maximizing sustainability.
- To review annually our sustainability policy and to strive to improve our sustainability performance.

## Our Objectives

- To make sustainability one of the top priorities of our operations and services to our clients.
- To grow ourselves to be the premier service provider in delivering and advocating sustainable solutions.
- To embed sustainability in AECOM's operations and management at all levels.

## Our Targets

- To identify sustainability aspects in AECOM's capabilities and inform clients and stakeholders.
- To build capacity within AECOM's capabilities to deliver sustainability in our projects where possible.
- To collaborate and coordinate with AECOM's other geographic operations to leverage global sustainability capabilities.
- To build a knowledge base of sustainability capabilities and achievements within AECOM's global and regional practices.
- To set up an independent think tank to develop thought leadership in sustainability and organize sustainability seminars and conferences on current topics and issues.
- To set annual green performance targets based on energy, water, materials and transport for our offices.
- To communicate on sustainability issues on a quarterly basis through a geography-wide newsletter.
- To conduct staff activities related to sustainability throughout the geography as part of the company's employee engagement programs.
- To run in-house sustainability projects and work with schools, communities, independent organizations, etc.
- To report on what we have done at the end of each year in an annual sustainability report.





# Asia — where we live and work

# 60%

of the world's global population lives in Asia

# 1/3

of the world's mega-cities  
(>10 million inhabitants) are located in Asia



## AECOM's operations in Asia

Developing economies like China and India are leading the way in infrastructure growth, which places AECOM in an important role. In Asia, we have over 6,000 staff in 20 offices distributed throughout the geography and organized according to four regions: Hong Kong, China, India and Southeast Asia. We provide smart, efficient and sustainable engineering and planning solutions to projects throughout the geography.

As Asia faces increasing stresses of accommodating the expanding urban population and coping with the pressing concerns of climate change, we at AECOM feel strongly about creating a sustainable place for us, our families and our communities. We believe in our purpose which unites our professionals across the globe — to create, enhance and sustain the world's built, natural and social environments. Sustainability is at the heart of this and our core values define who we are, what we do and how we do it.

As a global engineering and design consultancy firm committed to important infrastructure projects in Asia, and as a hub of expertise in advanced solutions, we can play a significant role by designing and constructing increasingly efficient buildings, transport networks, industrial operations and cities.

In this report, we consider what sustainability means to us within our workplaces and how we connect with our communities throughout Asia. We explain how we engage with our colleagues in different ways to promulgate and live these ideas at work and at home. From our surveys, many of our staff show a clear willingness to assist and be part of this drive.

In addition, we look at the footprint resulting from our office and site operations and how to foster good practices to reduce this impact in many ways. We also describe AECOM's approach to innovation through our Earth Day competition and the Time Bank. Lastly, we show how AECOM can be a leader in sustainability.

We are AECOM.



**Sustainability** at AECOM is ...

Understanding what is important

Looking after our people

Reducing our operational footprint

Connecting with our communities

Developing innovative ideas

Being a thought leader

Looking towards the future



# ... Understanding what is important

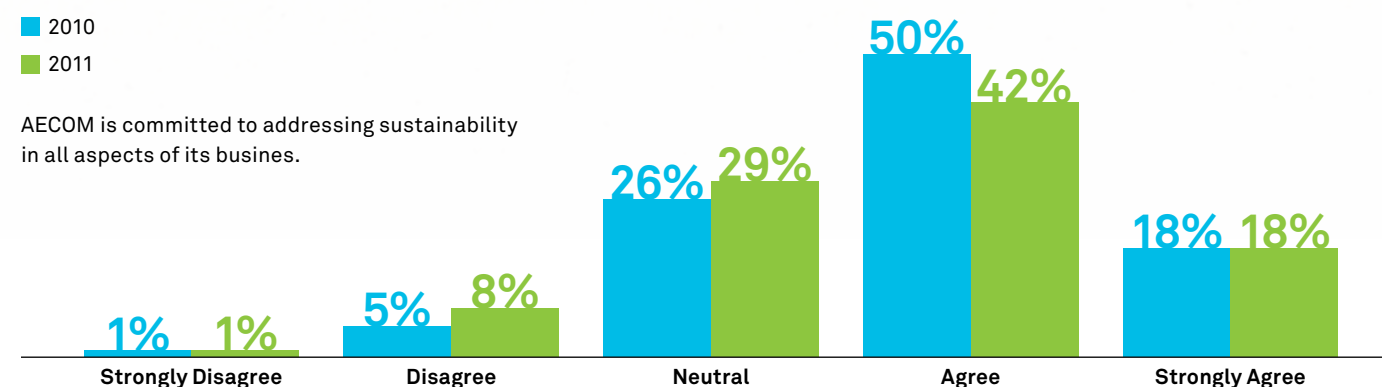
## Staff Survey 2011

Since 2010, we have conducted an annual survey at AECOM's Leadership Development Conference in Asia with a focus on sustainability and how this is addressed within the company. Responses from our people, including future leaders, are a useful indicator of how much progress we have made in incorporating ideas on sustainability in their work and lives. In 2011, around 130 responses were gathered, representing different capabilities and regions.

60% of survey participants believe that AECOM is committed to addressing sustainability in its business and they agreed that a strong commitment to sustainability exists both at the company level (77%) as well as individual level (80%). About half stated that they could give practical examples of AECOM initiatives aimed at addressing sustainability.

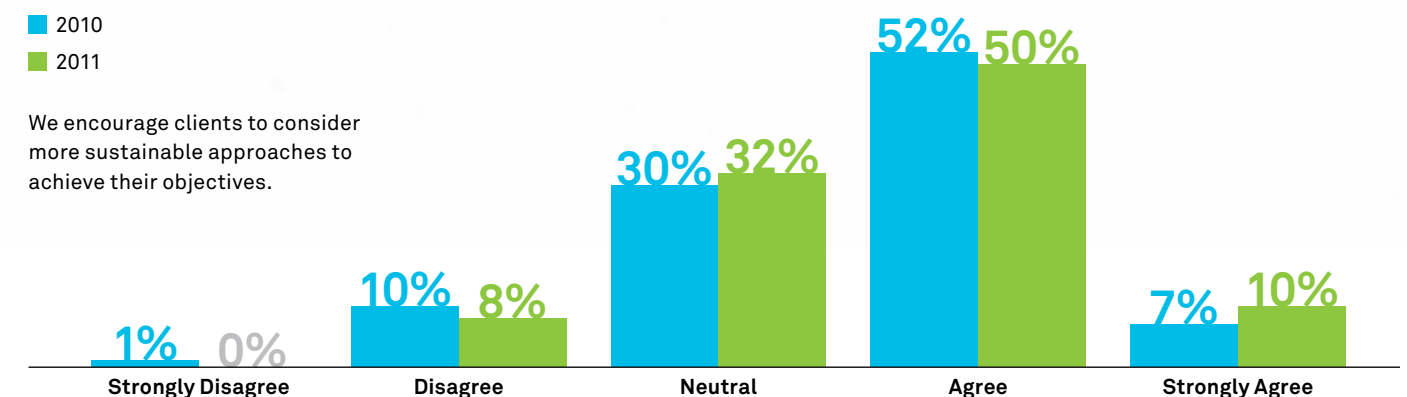
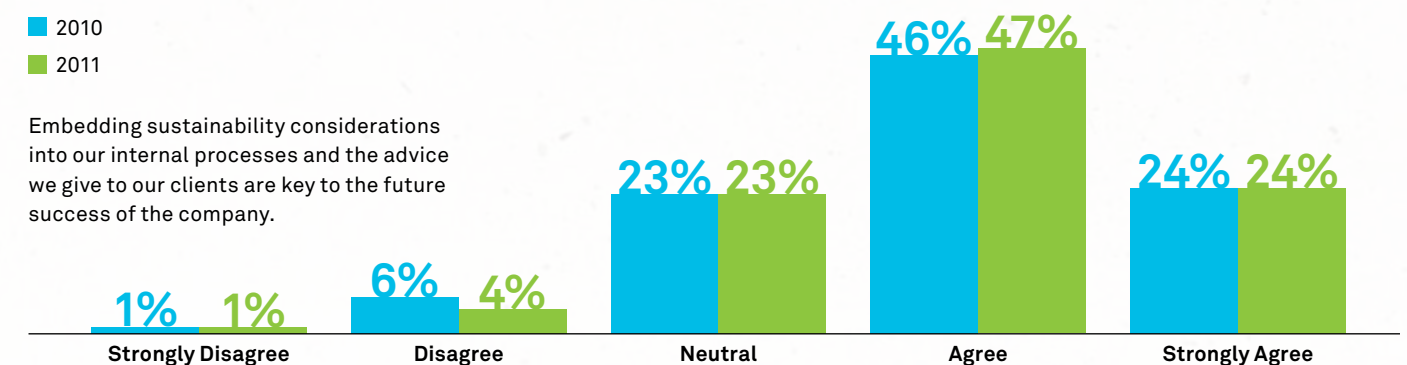
More than half of the survey participants (53%) stated that they were aware of internal communications about AECOM's sustainability initiatives.

A vast majority (90%) of survey participants expressed a strong commitment and willingness to assist in improving office operations by supporting their office champions. And about a third of participants stated that the company considered sustainability in the procurement of goods.



72% of survey participants embed sustainability considerations into the internal process of their work as well as in their daily home practice (74%). Almost half stated that they felt they have a good understanding of sustainability issues.

Just under half of those surveyed felt that AECOM aims to achieve a sustainable outcome on projects and a third stated that they had made a difference on projects they worked on last year with regards to sustainability. 44% believed that sustainability requirements on projects are driven by clients and 60% of the participants felt that the encouragement given to clients by AECOM in terms of sustainability resulted in positive outcomes.





In summary, compared to last year's survey results, it is clear that staff feel that AECOM could do more to provide a working environment which fosters sustainability ideas and practices, as well as promote the concept through leadership and sustainable outcome of projects. In general, staff are more aware of sustainability, understand the issues at hand and expect more.

To that end, we recognize that we have to work harder towards achieving better understanding of the policies and initiatives, as well as provide more convenient access to information on sustainability. Our staff show a clear willingness to assist and be part of this drive. We are hence planning to engage more colleagues in all our offices to help drive these initiatives and develop better systems to promote sustainability within the company.

We also acknowledge the importance of encouragement from senior management in order to ensure that sustainability is practiced at both the company and individual level together with a strong focus on embedding sustainability in projects and advancing the technical skills of staff.

The survey has also highlighted the need for us to further improve on the quantity and quality of external communications to our clients and stakeholders, in order to ensure that AECOM is recognized as a leader in sustainability.

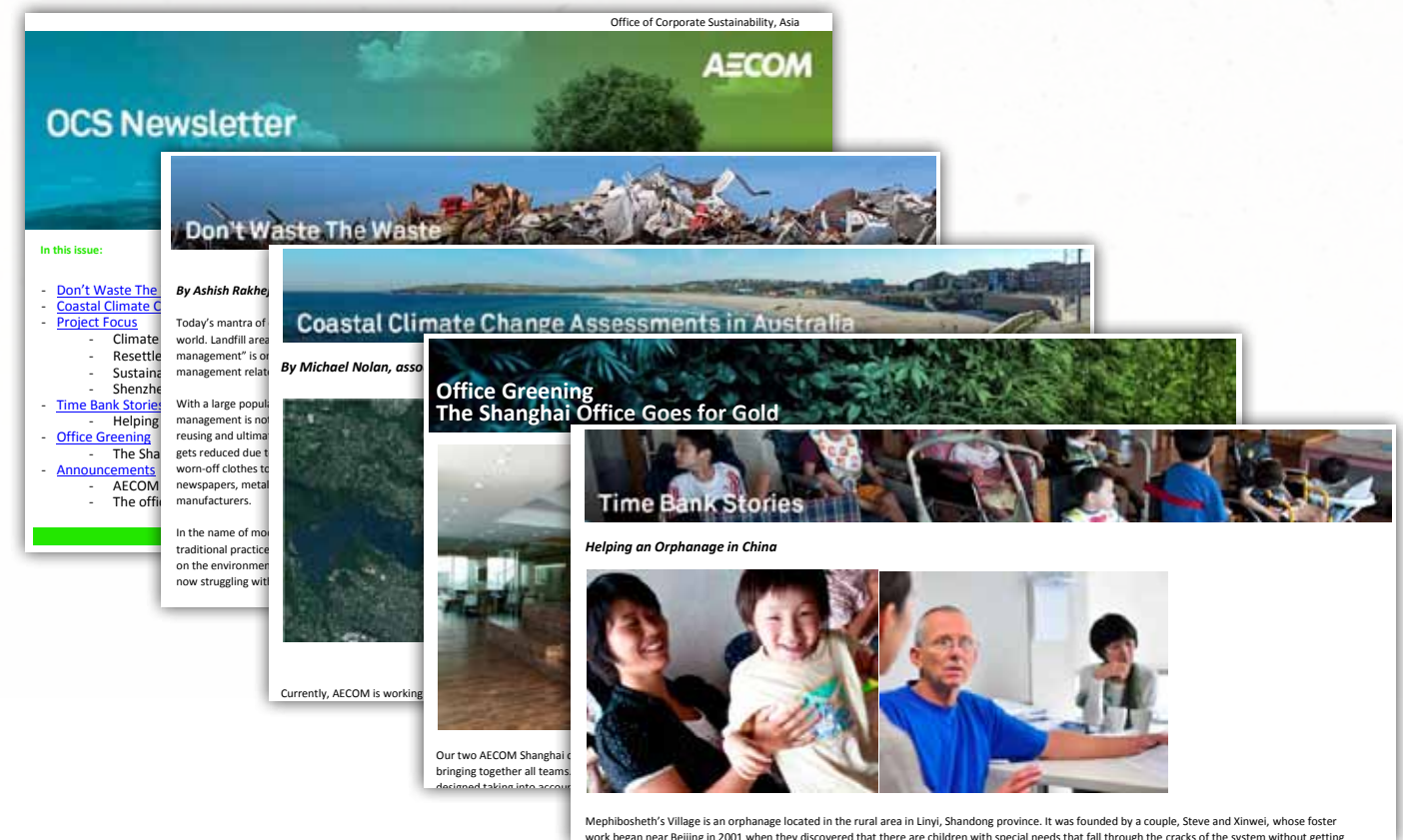
## Enhancing Communication and Collaboration

To raise awareness on sustainability issues within the company, help our staff keep ahead of changes in the industry and be in the best possible position to offer our clients innovative solutions, we have put in place a number of communication channels to disseminate key initiatives and activities happening in the region and offer a platform for knowledge and experience sharing.

Our Office of Corporate Sustainability (OCS) was launched in 2008, with a focus on branding and internal and external marketing. The OCS brings together expertise from all capabilities to deliver collaborative technical excellence to our clients and help AECOM lead by example, while propagating the green message across the company and raising awareness amongst our staff.

The OCS newsletter is an informative quarterly publication that is issued to our staff in Asia and provides a wealth of useful information on our operation and initiatives, as well as news related to sustainability in the industry. The OCS newsletter includes articles written by AECOM staff in various disciplines around Asia, as well as ideas and initiatives put forward by teams in all of our offices in Asia for helping green our operations, connect with the local communities and improve our services.

We also invite our staff to exchange ideas and express their opinions through various electronic networks, having put in place a blog on our company intranet, as well as a chat group on Chatter®, to facilitate discussions and constructive debate on any issue relating to sustainability.





## ... Looking after our people

### Health and Safety

Safety is one of our Core Values and we strive to achieve zero injuries and fatalities in all of our operations. In addition to meeting our obligations with respect to the protection of others affected by our activities, we are committed to protecting the health and safety of the end users of our services.

In the planning and design of our processes, facilities and projects, we reduce risks throughout the entire life cycle through appropriate systems and procedures designed to comply with applicable laws, licensing requirements and stakeholder expectations. Our management system is designed with reference to the OHSAS 18001 and ISO 14001 standards.

Health and safety training sessions are regularly provided to all staff in Asia. Topics include understanding how the management systems works, how to ensure safety in office and sites and the importance of office ergonomics.

In FY11, various AECOM offices in Asia were renovated. As well as applying general safety measures, air quality monitoring was carried out to ensure that fumes from paints and newly installed flooring did not adversely affect our staff.

# 3

Number of work-related Injuries  
in Asia in FY11

# 0.09

Recordable injury rate for Asia in FY11  
per working hours

### Employee Engagement

At AECOM, we strive to continually review and improve the working conditions for our staff. We strongly believe that happy individuals make productive employees. We are thus committed to creating a work environment and culture that makes us feel engaged in every possible way. Through employee-driven activities, our staff can build stronger bonds with one another and feel like a part of the big family.

Every year we organize a number of fun initiatives and events for our staff and their families, including social days out, sport activities and tournaments, workshops, knowledge sharing sessions and team building exercises in the office and off-site.

We further recognize the importance of making sure our staff are informed about industry developments and to that end we organize and run regular training programs and workshops, including topics related to sustainability and key issues like climate change adaptation and mitigation. We also provide support and training to our staff on topics such as effective time management, stress management and office ergonomics to help everyone achieve better work-life balance.





Diversity + Inclusion

We embrace and value a rich mosaic of people, experience, background and expertise. With staff coming from all regions of the world, we believe our commitment to sustaining a diverse and inclusive environment, in which everyone feels respected and valued, is paramount to our continued success in Asia.

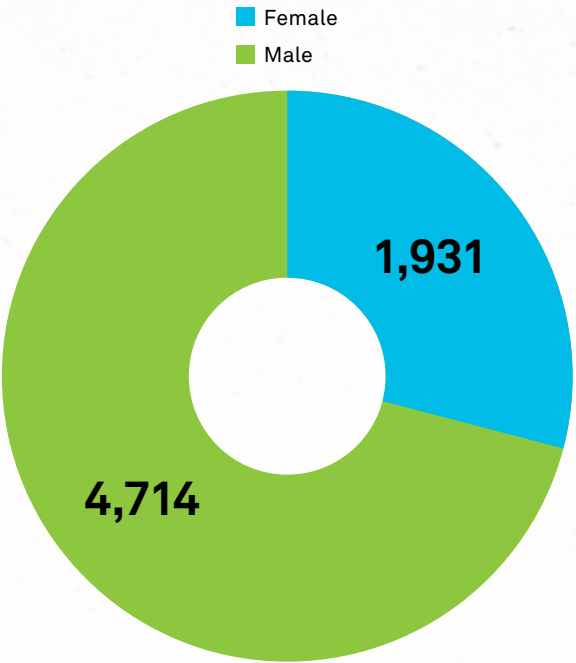
Our goal is to recruit, engage and develop outstanding people from a wide range of backgrounds and skills. By incorporating the tenets of diversity and inclusion into every aspect of our business, we are maximizing the potential of all of our employees so that their talents are fully utilized.

In Asia we have staff from 47 nationalities in total, 29 of which are countries outside Asia. Our aim is to attract the best and brightest professionals in our industry by recruiting individuals who represent all dimensions of diversity. We encourage our staff to experience the diverse culture of AECOM by supporting and facilitating placements for interested employees in different countries through our global mobility program.

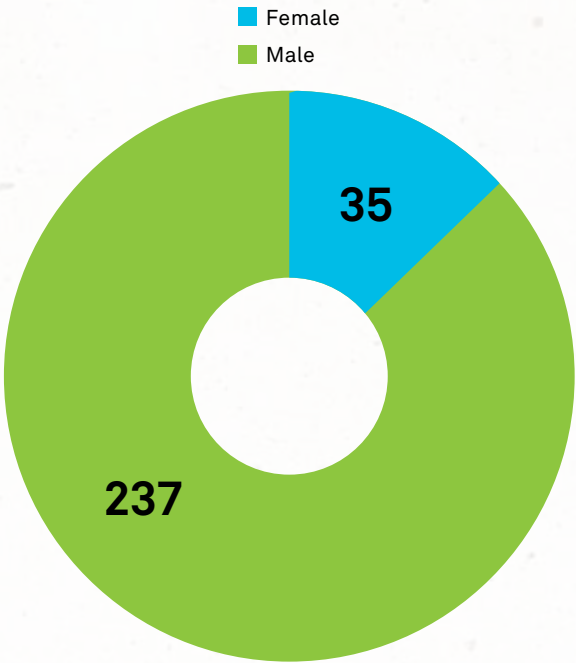
AECOM is an equal opportunities employer and we have put in place a number of policies to ensure that all our operations are conducted in line with the professional, ethical, financial and social principles laid down by the company on a global level.



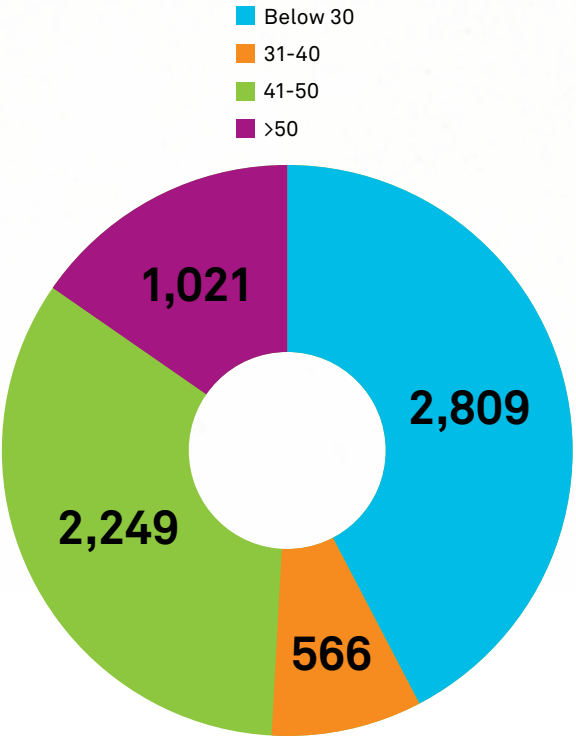
Breakdown of Asia Staff by Gender



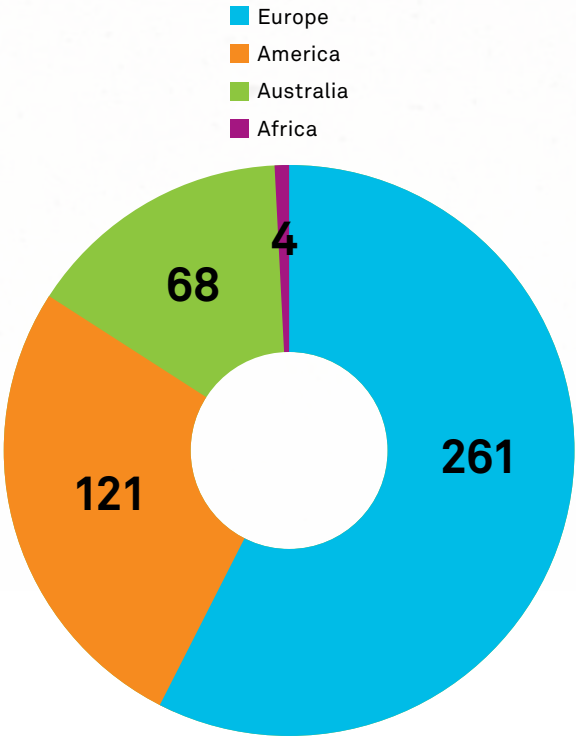
Distribution of Senior Staff (Manager — Director Level or Above) By Gender in Asia



Breakdown of Asia Staff by Age



Nationality of Staff Excluding Asian Countries





# ... Reducing our footprint

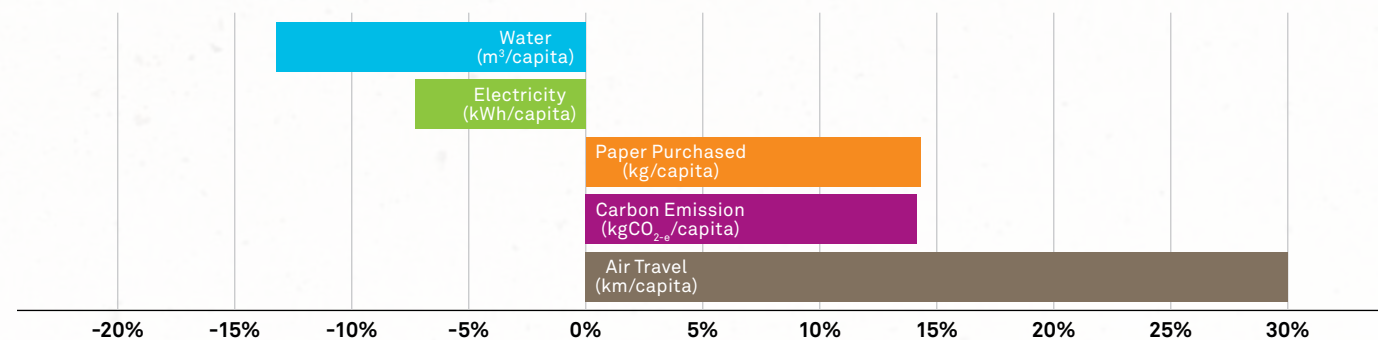
## Environmental Impact of Our Offices

Since 2009, we have tracked our sustainability performance through an office-wide performance tracking scheme to collect data in order to quantify and assess the environmental impact of our offices. The indicators we measure include:

- Water consumption
- Energy consumption (electricity)
- Paper consumption
- Air travel

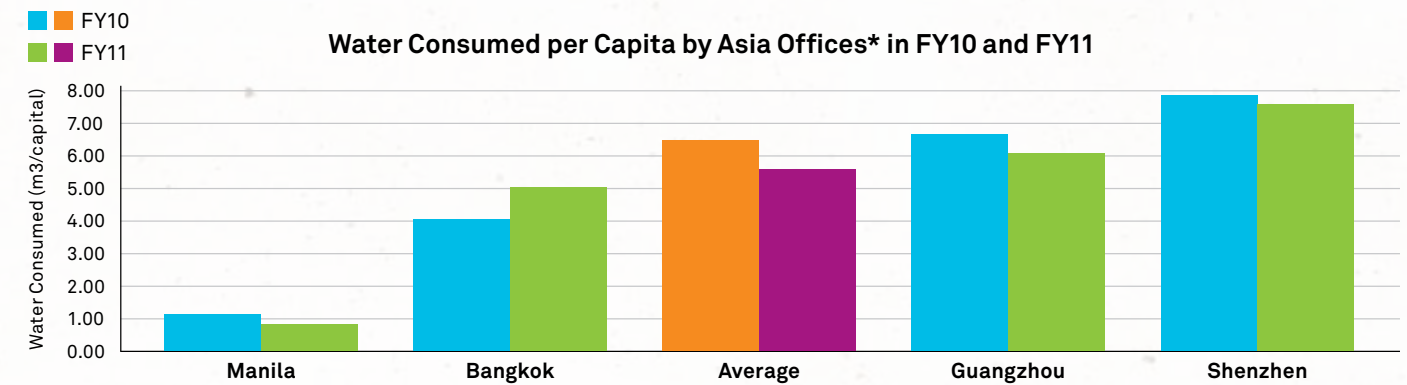
We calculate and monitor our carbon footprint, based on the amount of electricity consumed and air distance traveled. In 2010, we set a 5% reduction target for FY11, as compared to FY10 levels, for all the indicators mentioned above. We are pleased to report that we have met and surpassed this target with regards to our electricity and water consumption, achieving a 7% and 13% reduction respectively. Our paper consumption and air travel in FY11 however increased by 14% and 30% respectively, which led to an overall increase of carbon footprint by 14%.

Change in Primary Indicators in FY11 Compared to FY10 for Asia

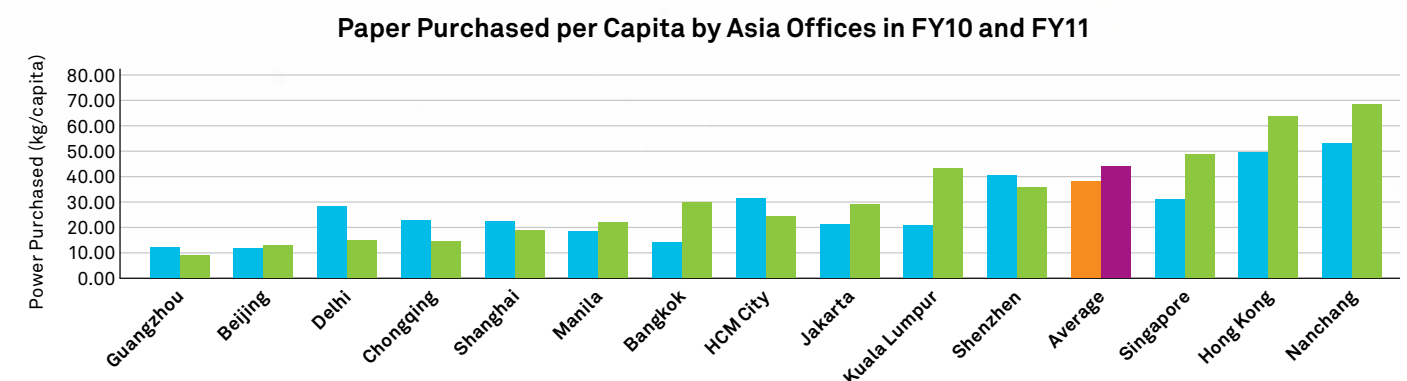
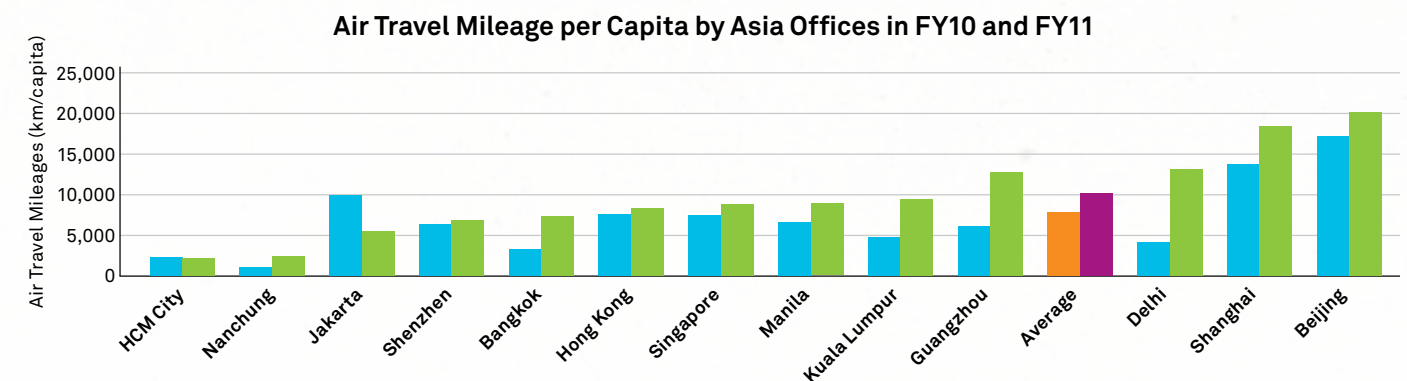
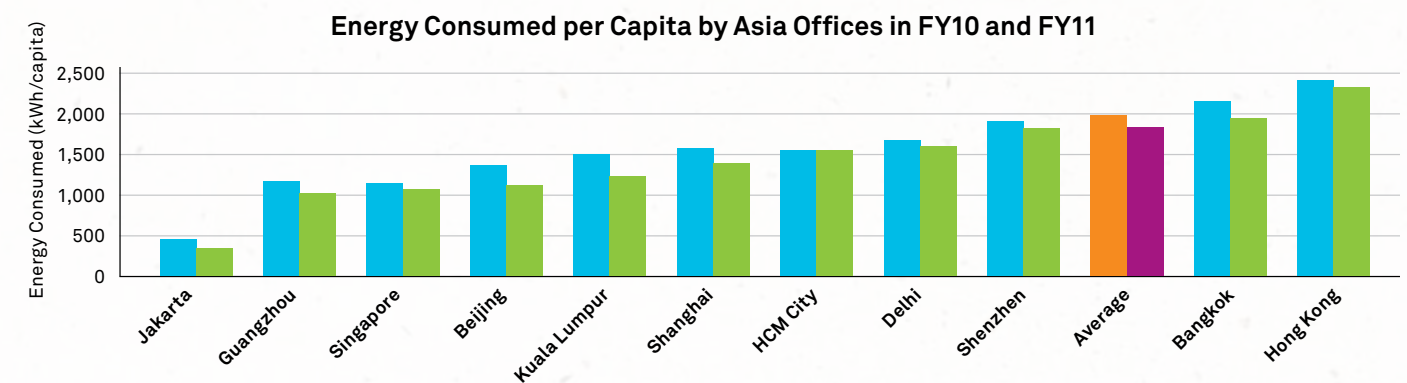


As we increase our operations and business in Asia, we unavoidably have ended up travelling more to meet our clients and fulfil project demands. In the last year we have put in place a number of technology solutions to help facilitate communications and reduce the need for our staff to travel. Systems such as video conferencing and WebEx solutions for Internet conferencing are now available in all our offices and in the coming year, we intend to make their use more widespread and to work closely with our IT department to offer more solutions.

Similarly, the nature of our projects still dictate that we use a lot of paper to print our reports and drawings. While the quantity of paper we purchase has increased, we also make sure we recycle as much waste paper as possible. Paper recycling collection systems are in place in every office, and we encourage our staff to re-use single-side printed paper as scrap paper for notes or for printing draft documents. In the last year we also undertook a survey of our paper purchasing process to identify the type of paper used in our offices and to seek opportunities for improvement. As a result, we have put guidelines in place to help our offices source more environmentally friendly paper, with recycled content and from sustainable sources.



\*Not all offices meter their water supplies





In 2011, the operations of all of our offices in Asia were reviewed through a series of internal surveys and audits. The sustainability audits focused on aspects like power usage for lighting and ventilation, water consumption, waste management and daily commuting practices. This gave us the chance to assess the performance of our offices, identify examples of good practice in certain locations and highlight areas for further development.

Compared to similar audits conducted in 2010, our offices have made significant improvements:

- Some offices have switched to T5 fluorescence tubes for primary lighting. T5 fluorescence tubes are much more energy efficient than the conventional T8 tubes.
- More and more offices are providing AECOM-branded cups and glasses instead of disposable paper cups for drinking and encouraging staff to bring in their own reusable cups.
- Double-sided printing is now the default setting for printers in most offices.
- Several offices are making notebooks with scrap paper.
- Several offices are promoting sustainable means of commuting and transportation, such as car pooling, bicycle parking, showers, etc.
- Most of our offices are improving their internal environment with plants being brought in to help improve the aesthetics and indoor air quality of the work spaces.

Office	Energy Consumption		
	Light zoning	Use of daylighting	Awareness of energy saving
Bangkok	Excellent	Adequate	Adequate
Beijing	Excellent	Adequate	Adequate
Chongqing	Excellent	Adequate	Excellent
Delhi	Excellent	Adequate	Adequate
Guangzhou	Excellent	Excellent	Adequate
Ho Chi Minh City	Excellent	Excellent	Adequate
Hong Kong - Shatin	Adequate	Fair	Fair
Hong Kong - Sheung Wan	Excellent	Adequate	Fair
Kuala Lumpur	Excellent	Adequate	Adequate
Jakarta	Fair	Adequate	Adequate
Manila	Excellent	Adequate	Excellent
Nanchang	Excellent	Excellent	Adequate
Shanghai	Excellent	Excellent	Adequate
Shenzhen - Luohu	Excellent	Fair	Excellent
Shenzhen - Nanshan	Excellent	Adequate	Adequate
Shenzhen - Shekou	Excellent	Adequate	Adequate
Shenzhen - Binhai	Excellent	Adequate	Adequate
Singapore	Excellent	Adequate	Adequate

Office	Paper consumption	
	Encourage use of scrap paper	Encourage duplex printing
Bangkok	Excellent	Fair
Beijing	Excellent	Fair
Chongqing	Excellent	Fair
Delhi	Excellent	Excellent
Guangzhou	Excellent	Adequate
Ho Chi Minh City	Excellent	Excellent
Hong Kong - Shatin	Fair	Fair
Hong Kong - Sheung Wan	Fair	Excellent
Kuala Lumpur	Excellent	Excellent
Jakarta	Excellent	Fair
Manila	Excellent	Adequate
Nanchang	Excellent	Adequate
Shanghai	Excellent	Fair
Shenzhen - Luohu	Excellent	Adequate
Shenzhen - Nanshan	Excellent	Fair
Shenzhen - Shekou	Excellent	Excellent
Shenzhen - Binhai	Excellent	Fair
Singapore	Excellent	Adequate

			Water		Paper consumption	
Controllability of A/C	Thermal comfort	Office appliances energy efficiency	Water saving fixtures	Measurability	Paper consumption intensity	Use of paper from sustainable source
Adequate	Fair	Good	Partly installed	Measurable	Average	Fair
Adequate	Good	Good	Installed	Not measurable	Average	Fair
Adequate	Excellent	Excellent	Not installed	Partly measurable	Low	Adequate
Fair	Fair	Excellent	Not installed	Not measurable	Low	Excellent
Adequate	Good	Excellent	Partly installed	Partly measurable	Low	Excellent
Adequate	Good	Good	Not installed	Not measurable	Average	Excellent
Fair	Good	Good	Installed	Not measurable	High	Adequate
Adequate	Fair	Good	Not installed	Not measurable	Low	Fair
Fair	Good	Excellent	Not installed	Not measurable	Average	Fair
Fair	Good	Good	Not installed	Not measurable	Average	Fair
Excellent	Excellent	Good	Installed	Partly measurable	Low	Adequate
Excellent	Excellent	Good	Not installed	Not measurable	High	Fair
Adequate	Excellent	Good	Installed	Not measurable	Low	Fair
Fair	Excellent	Excellent	Partly installed	Measurable	Average	Fair
Excellent	Excellent	Fair	Partly installed	Measurable	Average	Excellent
Fair	Excellent	Excellent	Not installed	Measurable	Low	Fair
Excellent	Excellent	Excellent	Not installed	Measurable	High	Fair
Fair	Good	Excellent	Fair	Measurable	High	Excellent

	Waste segregation and recycling			Transportation		
Electronic fax	Waste segregation	Recycling of used cartridge	Used equipment recycling	Degree of air travel	Video-conferencing	Major mode of daily commuting
In place	Adequate	Partly recycled	Fair	Average	Installed	Public transport
Not in place	Adequate	Recycled	Adequate	High	Installed	Public transport
Not in place	Excellent	Recycled	Excellent	High	Installed	Public transport
Not in place	Adequate	Recycled	Adequate	Average	Installed	Public transport
Not in place	Fair	Recycled	Adequate	High	Installed	Public transport
Not in place	Fair	Not recycled	Fair	Low	Installed	Public transport
Not in place	Adequate	Recycled	Adequate	Average	Installed	Public transport
Not in place	Adequate	Recycled	Adequate	High	Installed	Public transport
Not in place	Adequate	Recycled	Adequate	Average	Installed	Private transport
Not in place	Fair	Partly recycled	Adequate	Low	Installed	Public transport
In place	Adequate	Recycled	Adequate	Average	Installed	Public transport
Not in place	0 Adequate	Recycled	Adequate	Low	Not installed	Public transport
In place	Fair	Recycled	Adequate	High	Installed	Public transport
Not in place	Adequate	Recycled	Excellent	Low	Installed	Public transport
Not in place	Adequate	Recycled	Excellent	Average	Installed	Public transport
Not in place	Adequate	Recycled	Excellent	High	Installed	Public transport
Not in place	Adequate	Not recycled	Adequate	Low	Not installed	Public transport
In place	Fair	Recycled	Adequate	Average	Installed and frequently used	Public transport





## New Offices

During FY11, several of our offices in Asia co-located, relocated or were renovated. With an opportunity to redesign over 10,000 square meters of office space, we have strived to employ features that can help us utilize resources more efficiently and to provide a safe and healthy workspace for our staff.

Some key design features incorporated in the new offices include:

- Optimal use of daylight — Workstations are placed along the perimeter and close to the façade, in order to have full access to daylight and external views, thus reducing the need for artificial light and improving the visual comfort of staff.
- Smart controls — Smart controls have been installed to control lighting systems in offices, such as motion sensors (Singapore Office) and timer switches that turn lights off automatically after office hours to avoid wasting electricity (Shanghai Office).
- Encouraging cycling — Where possible, bicycle storage has been provided for those colleagues who want to cycle to and from work. To make commuting by bicycle more conducive, shower and changing room facilities have also been provided (Guangzhu office in China and Singapore office).
- Promoting healthy lifestyles — Space has been allocated in our new office in Shanghai to incorporate a gym, complete with treadmills, stationary bicycles and an elliptical machine to encourage staff to exercise at lunchtime or after work.



## Our First LEED Certified Office in Asia

AECOM's office in Guangzhou, China, was awarded the Silver Leadership in Energy & Environmental Design (LEED) certification by the United States Green Building Council in July 2011, making it the first AECOM office in the Asia geography to gain the prestigious certification.

The new AECOM's Guangzhou Office was planned and designed with the idea of achieving green office certification as a way to convey to the company and our clients that sustainability is a key part of our corporate culture in terms of our services and our own daily practices. We began with searching for a location which would allow the office to be situated in the heart of the city, with convenient access to public transportation and community services, which brought us to the Tianhe district, the central business district of Guangzhou, within half a mile of the Guangzhou East Station terminal. To promote even more sustainable methods of transport, the new office provides bicycle storage to staff, as well as a shower and changing facilities for those who wish to cycle to work every day. For the interior design of the office, we took the initial idea of creating an open office plan to promote a culture of sharing between staff, public discussions and transparency, which reflects the working and management style of the office. As the office is located in one of the top floors of the building, with both sides lined with large floor-to-ceiling windows, the design took advantage of this innate quality to allow as much natural daylight and views in the office as possible. Similarly, all partition walls of private rooms are made of clear glass to ensure uninterrupted views and access to daylight to all areas.

The lighting system in the office was designed in a way to ensure maximum energy efficiency, dividing the space into zones and providing separate controls in each zone, ensuring that lights are on only when needed. Environmentally friendly and pollution-free materials were used throughout the office, such as low volatile organic compound (VOC) paints and sealants. The design also ensured that water consumption is kept to a minimum, by incorporating low water fixtures, such as dual flush washroom, automated taps and a low flow shower.

An office operation manual and guidelines were also developed to help staff understand the features of the office and how best to ensure that sustainability is incorporated in the everyday operations, including good sustainability practices such as minimizing energy waste, recycling waste, encouraging public transportation and office emergency hotlines. In addition, signs have been placed around the office explaining some of the key features that were incorporated in the design, as a way to educate staff and visitors.

Two more of our offices in Asia are currently pursuing LEED certification. Both offices are targeting a LEED Gold certification and are planned for completion in mid-2012.



## ... Connecting with our communities

An important aspect of our approach to sustainability is ensuring that we connect and interact with the communities in which we operate. We encourage this activity through a number of initiatives and programs.

### Reaching Out to Our Communities

As a corporate citizen, AECOM's operations in Asia fully endorse the need for staff to reach out to their respective communities in different countries and locations. We do so through voluntary programs and initiatives organized by staff themselves with corporate funding and support. In some countries, our offices have formed partnerships with renowned Non-Governmental Organizations (NGOs) such as Red Cross, Orbis, Medecin Sans Frontieres and Worldwide Fund for Nature to enable staff to find opportunities to work on voluntary programs organized by the NGOs.

In FY11, we have supported or worked with the following NGOs (in alphabetical order):

- 1001Books Community , Indonesia
- Agrika Community, Indonesia
- Buy for Two, China
- Children's Charities Association of Singapore
- The Community Chest of Hong Kong
- CRIBS Foundation, Philippines
- GOONJ, India
- Green Power, Hong Kong
- Haven of Hope Christian Service, Hong Kong
- Hong Kong Red Cross
- International Coastal Cleanup
- Médecins Sans Frontières
- Orbis
- Reef Check, Hong Kong
- Society for the Promotion of Hospice Care, Hong Kong
- St. James Settlement, Hong Kong
- World Vision
- World Wide Fund for Nature, Hong Kong
- Young Entrepreneur Development Council, Hong Kong








## Time Bank

In FY11, we rolled out the Time Bank program, an innovative idea which provides paid working hours to staff to allow them to work on pro-bono projects for communities. Following the Time Bank program, participating employees are invited to share their experience in seminars and internal publications. To help spread the message of helping society with our own technical know-how, all the successful applicants of Time Bank's paid hours are invited to share their experience in seminars and publications.

To date, we have had a number of successful projects:

- Building a school in rural Cambodia.
- Designing a kindergarten for special needs children in Shandong, China.
- Providing planning advice on a landscape design for a garden in a nursing home in Hong Kong.
- Working with an elderly centre in Hong Kong to donate time and gifts.
- Producing engineering design for a wildlife wetland centre in Hong Kong.



## WWF Mai Po Facility Revitalization — A Time Bank Project

The World Wide Fund for Nature (WWF) is one of the leading global conservation organizations, with a global network active in more than 100 countries. WWF-Hong Kong (WWF (HK)) has been working since 1981 to deliver solutions for a living planet through conservation and education programs in the territory.

Mai Po Nature Reserve Zone is the secret garden of Hong Kong. It is one of the key stops for migrating birds in Asia, and is sustaining a unique and complex marine-wetland ecosystem. WWF (HK) has been running their conservation programs and scientific research programs in the Reserve Zone since the 1980s. They host regular training programs and field visits to the Zone for student groups and community members. The Peter Scott Field Study Center and Wildlife Education Centre house their scientists and staff, and serves as the starting point for the tours. The two buildings are aging after over three decades of operation and require renovation.

AECOM's building engineering team, together with Ronald Lu & Partners, are providing pro bono consultancy services to WWF. In order to realize WWF (HK)'s vision of building a future in which humans can live in harmony with nature, AECOM granted employees paid time off through the Time Bank program. The two building upgrades are expected to have minimum environmental impact.

After a review of the current operation and anticipated developments for the future, the AECOM team carried out a site visit and proposed design strategies from the architectural, structural, mechanical, electrical and plumbing and, most importantly, sustainability perspectives. These included passive design to existing massing; architectural optimization for the new extension block; natural ventilation for the office and accommodation rooms; introducing natural daylighting; replacing water fixtures with water saving performance models; rainwater harvesting for non-potable use and; installing renewable energy systems. The design strategies are predicted to achieve roughly 30% reduction of energy bills.



# ... Developing innovative ideas

AECOM's purpose is to create, enhance and sustain the world's built, natural and social environments. In order to achieve this we believe that we have to be able to apply innovative solutions to our projects. We follow the same approach in our internal operations and always look for new ways to engage our staff and enhance awareness on sustainability issues.

## Earth Day Competition

To mark the significance of Earth Day, in April 2010, we launched the first AECOM Earth Day in Asia to invite innovative ideas on sustainability under two categories:

**Fostering Sustainability in the Community:** This includes projects that help local communities and promote sustainability, such as setting up a recycling program in a housing or office complex, developing a water supply system for a rural community, helping install a renewable energy system in a school, building an organic garden for the elderly and so on. It is also meant to encourage partnering with local charities and other community groups.

**Greening our Operations:** Under this category the competition aims to identify innovative and practical ideas that can help promote sustainability within AECOM's offices, with regards to our daily operations. This includes projects that could help us reduce our energy, water and paper consumption, minimize travel associated emissions and promote sustainable lifestyles amongst staff.

The commitment, enthusiasm and hard work demonstrated by our staff during the 12 months of the competition and the amount of ingenious project ideas were impressive. Some were complicated and required a lot of time and effort, while others were simple ideas that were easier to put in place but still had a significant impact. All projects demonstrated our employee's dedication in helping AECOM to achieve its goal of sustainable development and protecting the environment.

The winning project under the "Fostering Sustainability in the Community" category came from a Hong Kong team that worked on propagating coral reef protection, conservation and education among the community. The team comprised members from the ecology team, who initiated the project with the idea of using coral reef protection as a means of educating the community through coral reef checks by AECOM's staff and secondary school students.

The winning project under the "Greening our Operations" category went to a team from our Kuala Lumpur office, Malaysia, for implementing a hydroponic gardening system in the office. The soil-free approach of this type of system minimizes the space required for growing crops, while also reducing the amount of irrigation required. It is an easy, clean and efficient system to manage and it is hence ideal for an office. The project aimed to help reduce the office's carbon footprint, as well as raise the awareness of colleagues on sustainability issues, reminding people that agriculture is the basis of all economic activities. The crops cultivated and harvested were distributed to office colleagues.

Following the successful completion of the competition, the second AECOM Earth Day Competition in Asia was launched in April 2011, with 10 participating projects.

## Earth Day Competition 2011 — Projects

### Greening the Office

#### **Green Office with Earthworms (Beijing)**

The project focused on collecting and composting food waste in the office by setting up a worm farm. The compost will be distributed to office staff for use on plants at home or on desks at work, as well as for the office green wall.

#### **10K Steps Everyday to Better Health (Luohu)**

The team provided pedometers to all colleagues in the Luohu office so that they can record the number of steps taken every day as a simple and cost-effective way to promote a healthy lifestyle.

#### **Green Desk Campaign (Delhi)**

The team organized a Green Slogan Contest across Asia that can then be used in promotional material, such as mugs, scrapbooks, etc., to promote sustainability throughout AECOM in Asia.

#### **AECOM Xchange (Singapore)**

The project created an exchange board which staff at the Singapore office can use to advertise unwanted material that they would like to either sell or give away. The board will also be used to disseminate a weekly green tip on how to lead more sustainable lifestyles in the office and at home.

#### **Zero Impact Commuting (Shanghai)**

This project aims to promote company sustainability in a simple and cost-effective way by supporting Zero Impact Commuting such as walking, running or biking to work.

#### **Greening Our Office — Part II (Nanshan)**

This project aims to improve on the existing green wall by determining the effect of the wall on the ambient temperature in the courtyard, exploring the use of grey-water for watering the plants and attempting to grow vegetables that can be cooked in the canteen.



## Promoting Sustainability in the Community

### **School Environmental Training Program (Jakarta)**

The Jakarta team worked with two local schools to assist them in developing an environmental campaign, focusing on issues such as environmental education, electricity reduction and solid waste management.

### **Community Low-Carbon Lifestyle Research Project (Beijing)**

The Beijing team looked to assess the relation between resident home energy use patterns and living behavior, using the INTEL Home Energy Management System.

### **Food Decomposing and Education (Shatin)**

Gingko House is a restaurant in Hong Kong that employs elderly people and provides them with job opportunities. The project team set up simple food decomposing systems at Gingko House to recycle food waste from the restaurant into organic fertilizer.

### **Green Campus in the Concrete Forest (Hong Kong)**

The Shatin office worked with the Wah Yan College in Hong Kong to help students calculate their carbon footprint and link their daily lives with quantified environmental impacts.

Winners of the 2011 Earth Day Competition will be announced at the 2012 Leadership Development Conference held in Hong Kong in July.





## ... Being a thought leader

AECOM is recognized globally as an industry leader. In 2011, we ranked first in *Engineering News-Record's* Top 500 Design Firms and third in the Top 100 Green Design Firms. For us, being a leader also means being a thought leader advancing and shaping the thinking of our clients and the industry. We support and encourage our staff from all disciplines and levels to participate in conferences and seminars, write technical and research papers or publish articles as often as possible and we subsidize their membership for professional bodies and associations. In 2011, we launched the Technical Paper Award to encourage and nourish thought leadership, as well as to strengthen the AECOM brand in the industry.

### Awards and Standards

In Hong Kong, AECOM received a merit award given by Best Practice Management to acknowledge our performance in sustainability in the region. The Best Practice Awards Program, which has a history of 11 years, was set up to recognize companies making an outstanding contribution to their respective industries or achieving a competitive or customer-based leading position in the market.

At the inaugural Royal Institute of Chartered Surveyors (RICS) annual ball, AECOM was recognized for our sustainability efforts with a merit award for Sustainability Initiative Award of the Year.

Our offices are designed to meet environmental and sustainable standards. Our Noida office in India is one of the few Platinum-rated LEED buildings in India and our Guangzhou Office has been certified with a silver award under LEED Commercial Interior. In Singapore, our office has acquired the local Building & Construction Authority (BCA) Green Mark label.

In the future, many of our new office spaces will be going for green building certification. Our Shanghai Office is anticipated to go for LEED — CI Gold award.

In Asia, we have two offices - Singapore and Nanchang — certified to ISO 14001, the environmental management standard. We plan to get more offices in Asia certified to this standard in FY12.

AECOM is now positioned as a leading climate change advocate and consultant for adaptation and mitigation. Our performance in consulting and engineering excellence in global climate change practice was recognized by the *Climate Change Business Journal* that awarded us a Gold Medal Certificate. This global recognition is a reward for the significant efforts and contributions of several teams in Asia.



### Conferences

Our thought leaders presented at a number of conferences in FY11:

#### C40 Climate Dialogue, Hong Kong

The C40 Climate Dialogue provided a platform for policy-makers and experts from cities around the world, to share experiences on policies and technologies to achieve low-carbon living. We were invited to contribute insights on ideas on continuous monitoring of energy performance of existing buildings.

#### University of Nottingham, Ningbo Campus, China

We presented AECOM's insight to a group of students from the University of Nottingham, Ningbo Campus, on the future of green building markets and the threats of climate change and peak oil.

#### Urban Sustainability R&D Congress, Singapore

The congress, organized by the Singapore Government, was a platform for government agencies, research institutes and private sector companies to come together to discuss research and development responses to national urban sustainability challenges. We were invited to participate as a panelist to discuss how metrics and models can be used to create more sustainable urban environments.

#### B4E Climate Summit, Jakarta, London

The Business for the Environment (B4E) Climate Summit is an international platform for dialogue and partnership solutions which brings together experts to share ideas, commit to game-changing solutions and influence the global agenda. Issues addressed at the 2011 summits held in Jakarta and London included energy, natural resource security, climate change and biodiversity conservation, among others. AECOM chaired a working panel on sustainable transport and mobility during the event.

#### CSR Asia Summit 2011, Kuala Lumpur, Malaysia

The summit was one of the most innovative and thought-provoking gatherings on corporate social responsibility (CSR) in Asia. It brought together over 400 international delegates to discuss key CSR issues and strategies, and provide new insights for businesses, governments, CSR practitioners and NGOs. AECOM presented on trends and investments on green buildings, which property developers could explore as a way to demonstrate their social as well as environmental responsibility.





# ... Looking towards the future

## Our Direction

As the world and Asia face the challenges imposed by further changes in the climate, water resources, energy and wasteful practices, we at AECOM must be prepared to take on more to fulfill our obligation to be responsible corporate citizens.

From a company perspective, we will continuously review and update our policies as necessary to reflect the changes we have to undertake to address growing concerns and any new issues that arise. We will continue to engage with our staff and other stakeholders to ensure that we are in touch with current matters.

Our targets for the next year include:

- ISO 14001 certification for two offices in Asia.
- LEED certification for another major office in Asia.
- Maintaining and improving on the 5% reduction target of carbon footprint in our offices by:
  - Optimizing the use of air-conditioning and lighting and, where possible, using more natural daylighting and ventilation.
  - Using more energy-efficient lighting tubes, such as T5 or T8 lighting tubes based on cost-benefit analyses to determine the cost saving.
  - Investigating the purpose of air trips — reducing trips for internal meetings and trainings as much as possible.
  - Choosing trains instead of planes for domestic travel in China.
  - Reducing the impacts of private vehicle use for commuting by car pooling.
- Establishing purchasing guidelines such as to purchase forest stewardship council certified paper and products.
- Increasing staff awareness by placing more posters and notice boards in visible places for staff to learn more about sustainability in the workplace.
- Completion of three Time Bank projects in FY12.



#### About AECOM

AECOM is a global provider of professional technical and management support services to a broad range of markets, including transportation, facilities, environmental, energy, water and government. With approximately 45,000 employees around the world, AECOM is a leader in all of the key markets that it serves. AECOM provides a blend of global reach, local knowledge, innovation and technical excellence in delivering solutions that create, enhance and sustain the world's built, natural and social environments. A *Fortune 500* company, AECOM serves clients in more than 130 countries and has annual revenue in excess of \$8.0 billion.

More information on AECOM and its services can be found at [www.aecom.com](http://www.aecom.com).

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