

Consulting Excellence

Annual Declaration

Mott MacDonald – May 2023

Mott MacDonald proudly supports and promotes the **Consulting Excellence** scheme, recognising the benefit it will bring to consultants, clients and the wider industry.



Consulting Excellence

The MCA Consulting Excellence scheme creates an aspirational standard of excellence for the UK's top firms to adopt and strive towards. It marks a step-change in the industry, enabling clients of consultancy services to be assured of the calibre and ethical operating practices of the industry.

The initiative sets out “twelve principles of consulting excellence” across four categories to be adopted and evidenced by MCA member firms. These principles are closely aligned with Mott MacDonald's own PRIDE values and existing business management processes.

Ethical Behaviour

Ethical Behaviour

Consulting Excellence firms work with clients, partners, employees and other stakeholders in an ethical way. This means:

1.

We are responsible
and good citizens.

2.

We conduct our
business ethically.

3.

We foster an ethical
culture.

What it means to Mott MacDonald

Our code - Mott MacDonald brings together all that makes Mott MacDonald unique. Building on our purpose, which explains why we're here, Our Code provides a framework for living our PRIDE values. It consolidates our commitment to doing what's right and building an ethical culture throughout Mott MacDonald.

It sets out our standards and expectations on the issues that matter to us; it is a guide to help us make good decisions and do what's right. By setting out our commitment to acting with integrity and our expectations of all colleagues and those we work with, Our Code challenges us to work with each other, our partners, clients and communities in a way that builds trust and mutual respect.

Client Service and Value

Client Service and Value

Consulting Excellence firms promote the highest standards of client service and value.
This means:

1.

We provide excellent consulting services which deliver the outcomes clients seek and need.

2.

We are transparent with clients and respond to their concerns.

3.

We always strive to improve the value we can deliver to our clients.

What it means to Mott MacDonald

Excellence - Mott MacDonald

Our PRIDE values - Progress, Respect, Integrity, Drive, and Excellence – guide our behaviour, shape our culture and inform our relationships with our clients, stakeholders and each other. Our values - Mott MacDonald

At Mott MacDonald, we have a relentless focus on Excellence. We strive to provide excellent consulting services for our clients and their end-users. We want to deliver right first time for every client by learning from previous projects and actively sharing and applying our diverse knowledge. We also grasp every opportunity for innovation to achieve better outcomes from the work we do.

Professional Development

Professional Development

Consulting Excellence firms develop the capabilities of their consultants, provide career development opportunities and support the welfare of all their employees. This means:

1.

We undertake training and professional development planning each year.

2.

We promote strong core consulting capabilities and specialisms in our consultants and teams.

3.

We support our employees' career progression, professional development and welfare.

What it means to Mott MacDonald

Professional Development - Mott MacDonald

Our consultants are the conduit through which we demonstrate our commitment to Consulting Excellence. We understand that looking after their professional and personal welfare is critical to our continued success and their commitment to consulting.

We have our own in-house development programme which aligns to the Chartered Management Consultant Award (ChMC) and is fully accredited by the CMI. It forms part of our global practice network and career pathway, enabling a structured and holistic approach to developing and supporting our consultants throughout their career.

Achieving our goals depends on our people feeling energised, focused and committed to doing our best. We empower our people with techniques to stay safe and healthy at work and home, so we can achieve our full potential. We embrace agility, flexibility and welfare through agile working.

Commitment to Diversity and Inclusion

Commitment to Diversity and Inclusion

Consulting Excellence firms are committed to diversity and inclusion within their workplace and workforce. This means:

1.

We respect and embrace diversity and inclusion and understand the importance and positive benefit of people from different backgrounds working for our companies and our clients.

2.

We recruit and retain people from a diverse talent pool and strive to build cultures where difference is valued, respected and celebrated at all levels. Furthermore we are committed to developing diverse future leaders and ensuring their progression in the industry.

3.

We support industry efforts to improve progress on diversity and inclusion, implementing best practice and monitoring the diversity of the consultancy sector workforce over time. This includes encouraging the collection of data to assess the effectiveness of D&I policies and participating in the MCA annual report.

What it means to Mott MacDonald

Equality, diversity and inclusion - Mott MacDonald

As a global business, our ongoing commitment to equality, diversity and inclusion (EDI) is fundamental to the realisation of our purpose to *‘improve society by considering social outcomes in all we do, relentlessly focusing on excellence and digital innovation, transforming our clients’ businesses, our communities and employee opportunities’*.

Our diverse teams will enable us to better understand and meet the needs of clients and communities across the globe, while more inclusive and equitable workplaces will provide fertile ground for learning, innovation and excellence.

Our equality, diversity and inclusion ambition is to lead our sector by example, so that clients, suppliers and employees will want to work with and for us because we are known for being an open, welcoming, and inclusive business.

Commitment to Sustainability

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Consulting Excellence firms are committed to sustainable development within their organisations and their work with clients. This means::

1.

We commit to ensuring that our firms operate in an increasingly sustainable way and strive to ensure that sustainability is considered by our clients in our work with them.

What it means to Mott MacDonald

Sustainability - Mott MacDonald

Our vision is to be a leading global partner in advancing sustained economic, social and environmental wellbeing. We aim to do this by putting the United Nations' Sustainable Development Goals at the heart of our business. Sustainability is important to us, from the very top with our executive chair, James Harris, to the sustainability champions working on our global projects, with our specialist teams on hand to design and deliver projects to maximise their contribution to achieving all 17 of the United Nations' Sustainable Development Goals.

Using our ingenuity to deliver lasting value for all – that's our approach to sustainability. We have the knowledge to do it, and we believe we have the responsibility to do it. It's that simple.



Thank you

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***Signed off by Advisory & Programme Development
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