

Companies Act Section 172 Statement

The Group's purpose is to deliver the very best infrastructure, asset management, engineering and strategic consulting services and projects. Our business strategy encourages continuous improvement and sustainability in our chosen markets whilst embracing our passion for innovation and environmental, social and governance excellence.

The Board of Directors of Amey UK Limited consider, both individually and collectively, that they have acted in the way they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole having regard to the stakeholders and matters set out in s172(1) (a-f) of the Act in the decisions taken during the year ended 31 December 2021.

While the Board has overall responsibility for managing relationships with our stakeholders, it delegates some of the practical responsibilities for engaging with stakeholders to the Executive Committee.

In discharging their duties in relation to s172(1) of the Companies Act 2006, Directors and the Executive Committee have paid regard to the following matters:

<p>The likely consequences of any decision in the long term</p>	<p>The Board monitors the Strategic Plan adopted in January 2020 using financial and non-financial Key Performance Indicators. The strategic plan is designed to have a long-term beneficial impact on the Group and to contribute to its success in delivering better quality and more innovative services to clients to 2024 and beyond. Other activities included:</p> <ul style="list-style-type: none"> • The review and approval of key bids • Agreeing the 2021 budget • Reviewing the impact and recovery of the Cyber Incident and ensuring learnings are implemented across the business • Overseeing the initial stages of the divestment of Amey from Grupo Ferrovial • Agreed a more robust approach to risk management <p>More information can be found in the:</p> <ul style="list-style-type: none"> • CEO foreword, pages 3 – 6
<p>The interests of the Company's employees</p>	<p>The Board recognises the value of an ongoing focus on creating an engaged workforce to support our long-term growth. They are committed to creating a diverse workforce, keeping our people engaged and safe and to nurturing a culture of wellbeing.</p> <p>Feedback from employee surveys (our pulse surveys and inclusion survey) in addition to feedback from surveys carried out by Investors in People influence the Board's decisions in relation to our people. The Gender and Ethnicity Pay Gap Reports influence decisions on attraction and diversity initiatives across Amey.</p> <p>Bi-monthly reports from the Health and Safety Committee ensure that best practice is shared across the business to keep reducing accidents in the workplace.</p> <p>More information can be found in the following sections</p> <ul style="list-style-type: none"> • People, pages 22 – 31

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<p>The need to foster business relationships with suppliers, clients and others</p>	<p>The Board receives updates on relationships with supply chain and strategic partners from the Social Value Committee and the Operational and Financial reviews as well as from routine business updates and presentations.</p> <p>The Board and Executive Committee met several key clients during the year and undertook reviews of significant contracts.</p> <p>The Executive Committee had regular meetings and dialogue with the Crown representative, including an annual supplier assessment.</p> <p>More information can be found in the following sections:</p> <ul style="list-style-type: none"> • Communities, pages 32 - 38 • Stakeholder engagement, pages 59 - 60
<p>The impact of the Company's operations on the community and the environment</p>	<p>The Board recognises the urgency and focus needed to reduce carbon emissions. As well as focussing on reducing our carbon emissions by approving our long-term corporate commitment to be a net zero organisation by 2040, the Board has focussed on reducing our resource consumption and investing in the opportunity to reduce the carbon emissions of our customers and the UK at large through the services we deliver.</p> <p>The Board believes in creating a sustainable future for the communities we operate in and has supported the implementation of Social Value measurement tools to measure and report our social impact. The Executive Committee set our Opportunity Action Plan in partnership with the Social Mobility Pledge (SMP) and the former Education Secretary, Rt Hon Justine Greening, to support mobility in some of the most disadvantaged areas.</p> <p>More information can be found in the following sections:</p> <ul style="list-style-type: none"> • Communities, pages 32 - 38 • Environment, pages 39 - 43
<p>The desirability of the Company maintaining a reputation for high standards of business conduct</p>	<p>The Board is committed to ensuring we consistently uphold the highest standards of conduct and ethics in how we work and the way we operate.</p> <p>In doing so, this year, the Board reviewed and agreed a revised Modern Slavery Statement, including more detailed initiatives to raise awareness with our own employees and engage with our supply chain partners to raise awareness of Modern Slavery, and to support their efforts in the battle against it.</p> <p>The Board reviewed updated ethical training modules to be launched across the business in 2022.</p> <p>During the year the Board conducted reviews of whistleblowing reports and allegations of unethical behaviour.</p>