

Our Environmental, Social and Governance (ESG) strategy

We have made a commitment to contribute meaningfully to the UN Sustainable Development Goals, creating shared value for our clients and our communities while safeguarding our planet.

Review our [ESG policies](#) in detail.

Review our [Sustainable Development Projects](#).

Environment – Achieving Net-Zero Emissions

Environmental Policy

We seek to protect the environment by addressing the complex challenges presented by population growth, climate change, biodiversity loss, increasing energy demand and resource scarcity to live within the natural limits of our planet.

Our ambition to become operationally net-zero

We have made a commitment to be a net zero organisation by 2030. We will achieve this by pursuing an ambitious 1.5°C aligned science-based target for our full value chain emissions and compensating residual hard-to-decarbonise emissions with certified greenhouse gas removal.

Review our [Net Zero Carbon Strategy](#)

Social – Improving Social Outcomes

Health & Safety & Wellbeing Policy

We care about our people, and those influenced by our actions through our projects. We provide a safe and healthy working environment for our people; in our offices, on site and travelling on business. We promote the importance of health, safety and wellbeing, both within the workplace and through our work.

Ethical Conduct Policy

Our values and commitment to business integrity stem from a desire to act honourably and with integrity in all our business dealings. We have a strong sense of responsibility to treat people respectfully and we maintain ethical business standards in all the markets in which we operate.

Equality, Diversity and Inclusion Policy

Arup is committed to creating an inclusive working environment based on merit, fairness and respect. One that encourages talented people of any background to produce their best work of the highest quality. As a humane organisation, we embrace the skills, abilities and knowledge that only a diverse and inclusive workforce can provide, to create solutions, and give advice, that improves society as a whole.

Our Community Engagement

Arup's founding commitment to do socially useful work continues to shape our commercial work today and forms the beating heart of our investment in community engagement. The program aims to solve problems at the intersection of equality, education and employment and the provision of basic infrastructure that provides the essentials for life such as water, sanitation, energy, food security and shelter.

Review our [Community Engagement Plan](#)

Governance – Creating Impact through our Corporate Governance

A better way strategy

This policy is set by the Group Board and implemented across all Arup operations through rules, procedures and guidance. It is reviewed and approved annually, or more frequently if appropriate. The Sustainable Development Director acts for Arup in ensuring that plans are developed and implemented to enable us to reach the aims set out in this policy while fulfilling applicable legal, regulatory and other requirements.

Review our [Firms Governance report](#)