



The Sustainability Leadership Team is made up of Amelia Linzey supported by two Sustainability Directors – Genevieve Smith and Dr. Kate Meyer in FY22 (with Tom Kelly taking on this role in FY23) and our Marketing and Communications support, Andrew Hobbs. They are responsible for a programme of activities aligned to our footprint and our handprint. In support, established structures link into our business operations teams who look after our people, our finances, our supply chain as well as our five Business Groups, each with their discipline sustainability working groups and market facing leaders.

**Beca Governance**

Our strong governance structures contribute to the proactive management of risk and having the right strategies, objectives, actions and an enabling culture in place across the business to achieve our vision as creative people together transforming our world.

**Our BGL Board**

The BGL Board of Directors (the Board) is responsible for maintaining high corporate governance standards and monitoring the business and affairs of BGL including setting strategic direction, establishing goals for management and monitoring the achievement of those goals.

**Risk & opportunity governance and management**

In FY22, we completed our first climate-related disclosure under the Task-Force for Climate-Related Disclosures (TCFD) framework. As a result, we have added climate and wider social change to our Enterprise Risk Management Process. At an operational level, our Project Delivery System incorporates requirements to consider sustainability risks and opportunities – in particular at the project bidding phase, where we consider each opportunity and its alignment to our purpose and ability to maximise our handprint. All design projects must include specific consideration of climate change risks and opportunities to mitigate emissions and physical impacts.

**Executive Leadership Team (ELT)**

While the Board remains responsible for overall governance and the strategic direction of the Beca Group, the ELT is Beca’s key operations executive body. The ELT is constituted under the chair of the Group Chief Executive and typically meets every two months.

See [Appendix](#) for Board & ELT members as at 31 March 2022.

**Stakeholder engagement**

We have many ways in which we engage with our stakeholders, and we constantly look to understand their needs and priorities so we can respond accordingly.

Examples of responses in FY22 include establishing our [Te Ahi Tūtata business](#) and Te Kaiwhakatere roles.

An increased focus on our [procurement processes](#) to leverage positive community, social and cultural outcomes.

The establishment of our [Future Energy practice](#) to support our clients to decarbonise.

And firmly embedding our [Sustainability Working Groups](#) in our business – so our passionate people can drive positive outcomes across all our projects.

**Sustainability governance**

Beca’s Sustainability Oversight Group meets regularly to lead the integration of key sustainability focus areas into our core business and market operations.

The composition of this group was refreshed in FY22 to better reflect the geographical needs of our business.

The group comprises the three Managing Directors from across New Zealand, Australia and Singapore, our:

- Chief Technical Officer – Craig Price.
- Chief Strategy and Operations – Officer Don Lyon.
- Group Director – Client Experience Damian Pedreschi.

With two Executive sustainability sponsors:

- Group Director, Industrial – Jimmy Walsh
- Group Director, Advisory and Chief Planner – Amelia Linzey

The group is chaired by Board member Amelia.