

# The biggest positive impact we can make is through the work we do with our clients and their projects.

Our value chain revolves around our people.



Our people are our business, which is why it makes sense to develop and enhance their skills for their roles today and tomorrow.

Our creative people work together to combine their knowledge and expertise in design, delivery and advice to serve our clients with excellence.



As a large employer of graduates, we support a diversity of learning and higher education routes to employment. We also hire talented people from the marketplace.



We do this by providing our people with learning and development opportunities and support for formal professional certifications. We also invest in the physical and mental wellbeing of our people, because if our people are engaged and satisfied, this ultimately leads to better service for our clients.



We aim to be trusted advisors driving change, connecting knowledge & skills with practical application, positively impacting community, economic and environmental outcomes as a result.



It is only through the work of all our 3000+ people that we can create real value for us and our clients, and in turn the planet and our communities.



Values

partnership | tenacity | enjoyment | care

Vision

creative people together transforming our world

Purpose

make everyday better



## How do we create value?

We don't have a typical value chain where raw materials are used to manufacture goods for sale.

We focus on our people who deliver our work for our clients, generating outcomes for our communities and environment.

We share FY22 highlights that reflect some of our achievements across our value chain.

3,000+  
People

9  
Countries

72+  
Nationalities

20+  
Offices

75+  
Disciplines