

UKaid सीप
Peer-to-Peer
Learning
Series on
GESI-
Safeguarding



Ethics & Compliance Officer
Washington, DC
WSP USA

Question the predictable

Stand for innovation

Change the landscape

WSP Organisational Structure

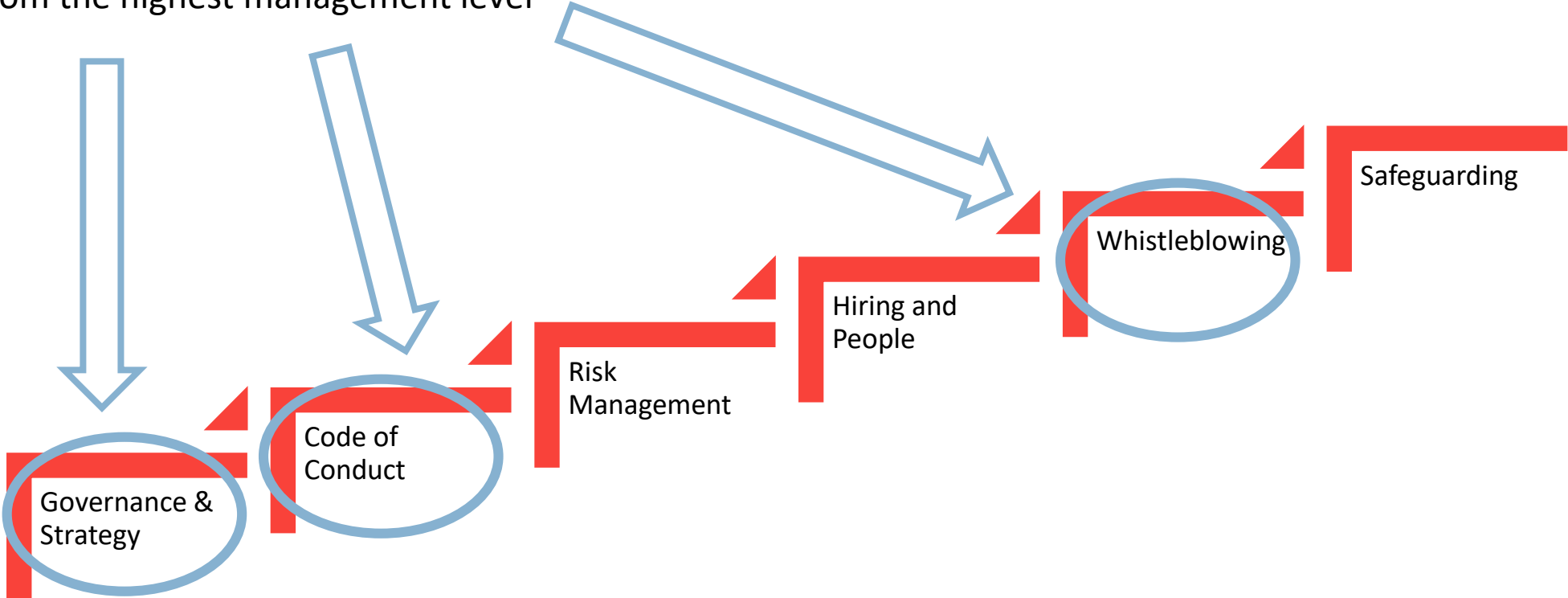
WSP Global
- 50,000 employees worldwide
- Presence on 6 continents

WSP USA
- 10,000 employees
- Professional Services, Design and
Consultancy

WSP USA Solutions
- 500 employees
- Includes the Nepal Skills for
Employment and Access to Finance
programs

Six Strategies

Ideal to implement company-wide,
from the highest management level



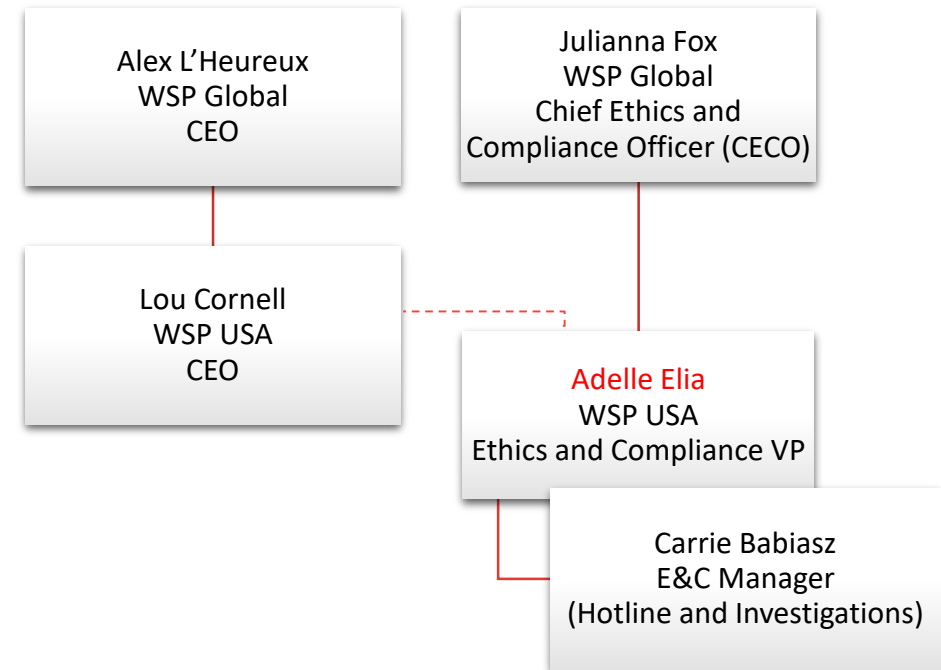
Governance & Strategy

Governance

Why it's important...

The Ethics & Compliance Officer reports to **the Board of Directors**

Independence allows Ethics and Compliance to be visible to employees as a **safe place to confidentially report concerns, without fear of retaliation.**





WSP Global: Gender Balance Strategic Priority

- **People & Culture**

- Providing an environment for our people to deliver to their full potential

- **Attract the right people by**

- Hiring employees who embody and strengthen our culture and expertise.
- Improving our position on Diversity & Inclusion in our industry.
- Diversifying our talent sourcing strategy.

- **Lead our people with passion by**

- Continuing to support initiatives to achieve Gender Balance targets.
- Creating professional career paths for our technical experts, thought leaders and managers.

- **Gender balance target we aim to achieve by 2021**

- **30%** of **management** positions will be held by women.

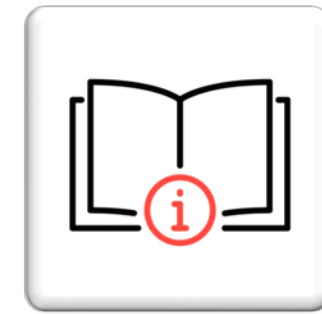
Code of Conduct

Code of Conduct

Why it's important...

Our Code of Conduct **defines the conduct we expect to see** from WSP employees; our Guiding Principles state that we **value our people and our reputation**

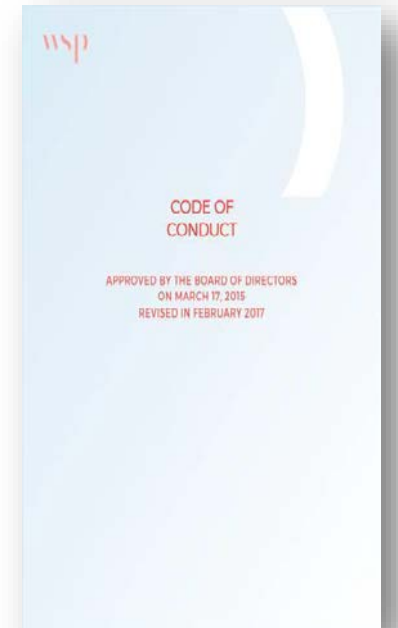
Our Global Diversity & Inclusion Policy states our commitment to **international principles against forced labor, child labor, and protection of workers**



How we implement...

Annual online
Employee Training

Individual certification
of commitment to
comply



Whistleblowing

Business Conduct Hotline

- Provided by an independent third party provider
- Toll-free call center and web intake site
- Confidential, anonymous if desired
- Anti-retaliation policy for those who report concerns in good faith (zero reprisals)



The advertisement features a hand holding a smartphone with the 'ETHICSPPOINT' logo on the screen. The logo includes 'EP' in a blue square, 'ETHICSPPOINT' in bold, and 'Incident Management' in smaller text below. The background is a soft-focus image of a person's hand holding the phone.

wsp

Keep Calm and Speak Up

At WSP, we put the highest ethical standards at the center of everything we do.

आवाज उठाउनुहोस् ।

WSP मा हामी जे गर्छौं उच्चतम नैतिक मापदण्डलाई केन्द्रमा राखेर गर्छौं ।

For any concerns, talk to your manager, an HR or Ethics & Compliance representative, or contact EthicsPoint, our independent Business Conduct Hotline.

wsp.ethicspoint.com

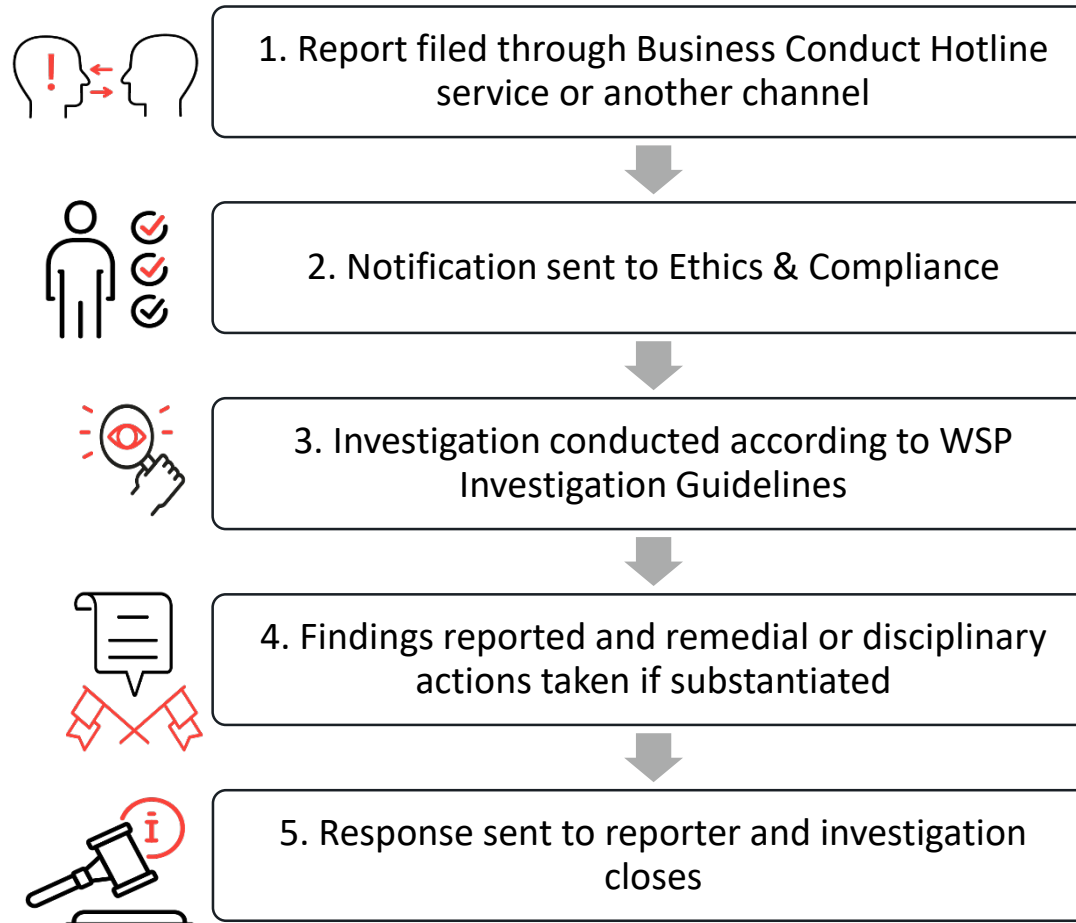
To call the Business Conduct Hotline, dial:

केही कुरा को शङ्का लागेमा आफ्नो प्रबन्धक अथवा व्यवसायिक आचरण, मर्यादा र अनुशासन प्रतिनिधिसँग कुरा गर्नुहोस् । अथवा हाम्रो व्यवसायिक आचरण हटलाईन (Ethics Point) मा सम्पर्क गर्नु होस् ।

व्यवसायिक आचरण हटलाईनमा कल गर्नको लागि यो नम्बरमा हाकल गर्नुहोस् :

1-800-001-0140

Process for investigating concerns or complaints



Thank you!

wsp.com

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