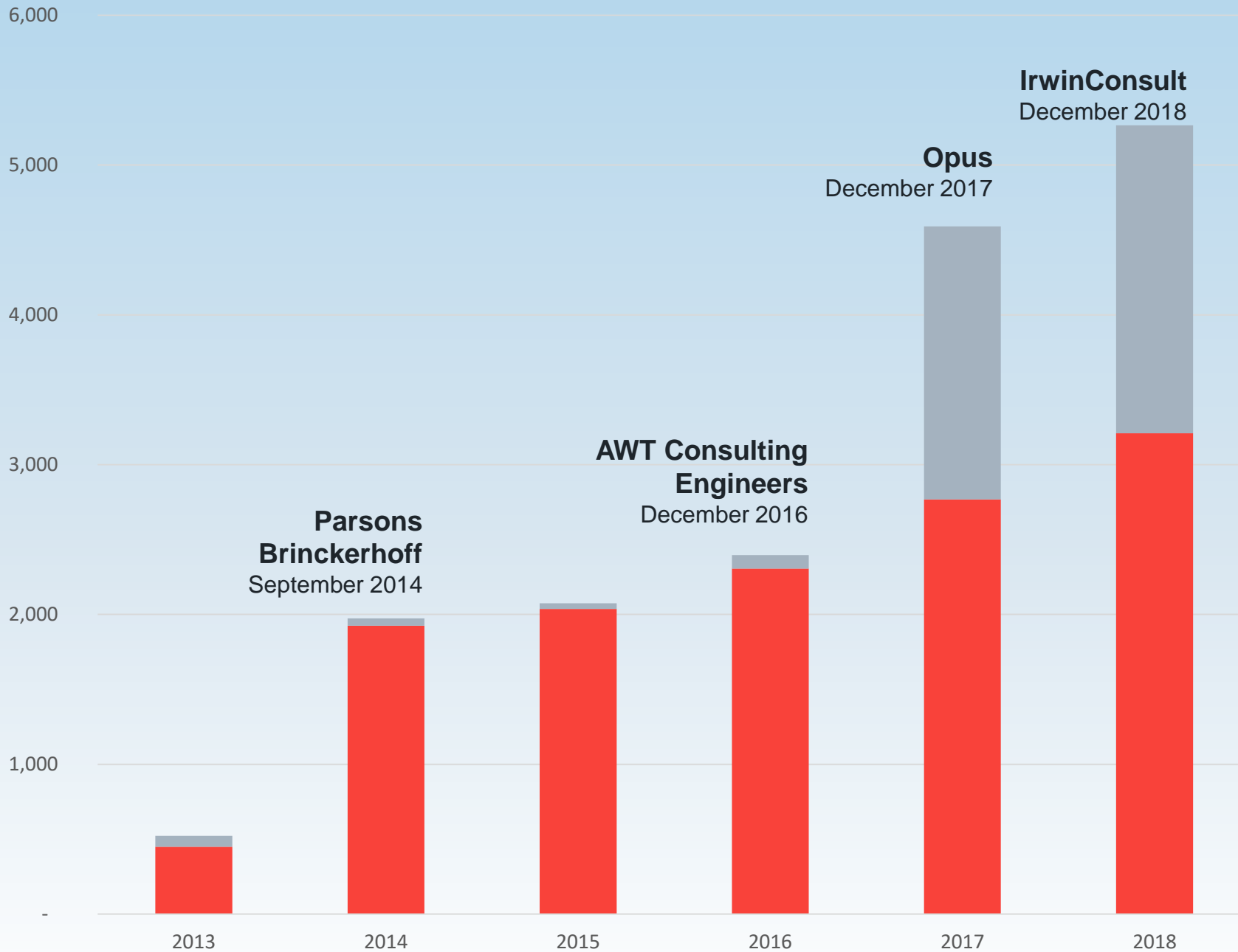






Australia New Zealand 2019-2021 Strategic Plan

Our ANZ Business

500 to 5,000
people over five
years



Australia 
New Zealand 



OUR PURPOSE

We exist to
future proof our
cities and
environments.

OUR ROLE

We plan, design,
manage and
engineer our
communities to
thrive.

Our 2019-2021 strategy is built on four pillars, with clients at the centre

Our ambition

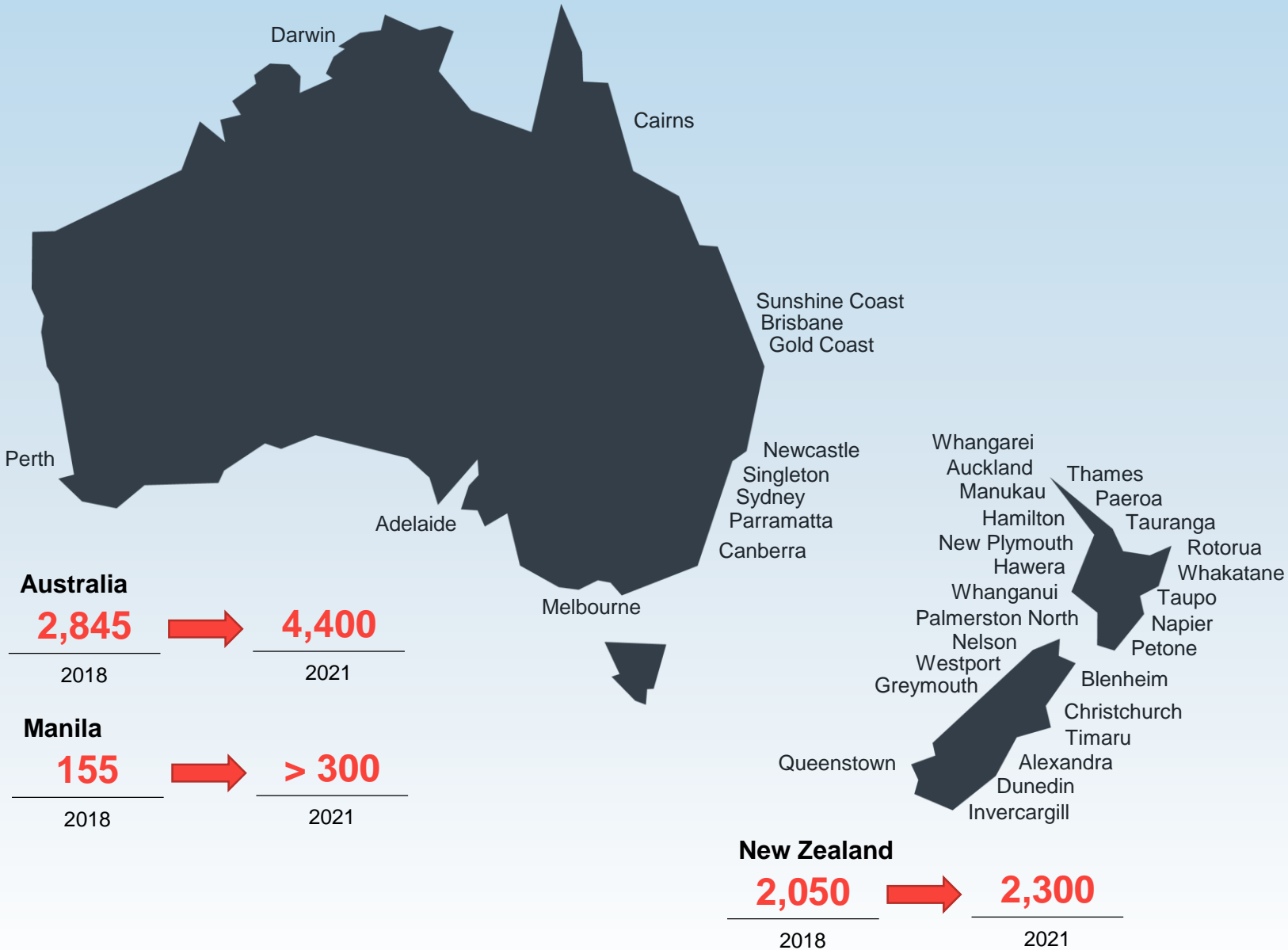
To set the **gold standard in client experience** by...

creating 7,000 **brand ambassadors...**

and become ANZ's **premier professional service firm** by 2021



2021 Horizon



7,000

Employees

> 7.8%

Annual net revenue growth
(organic and acquisitions)

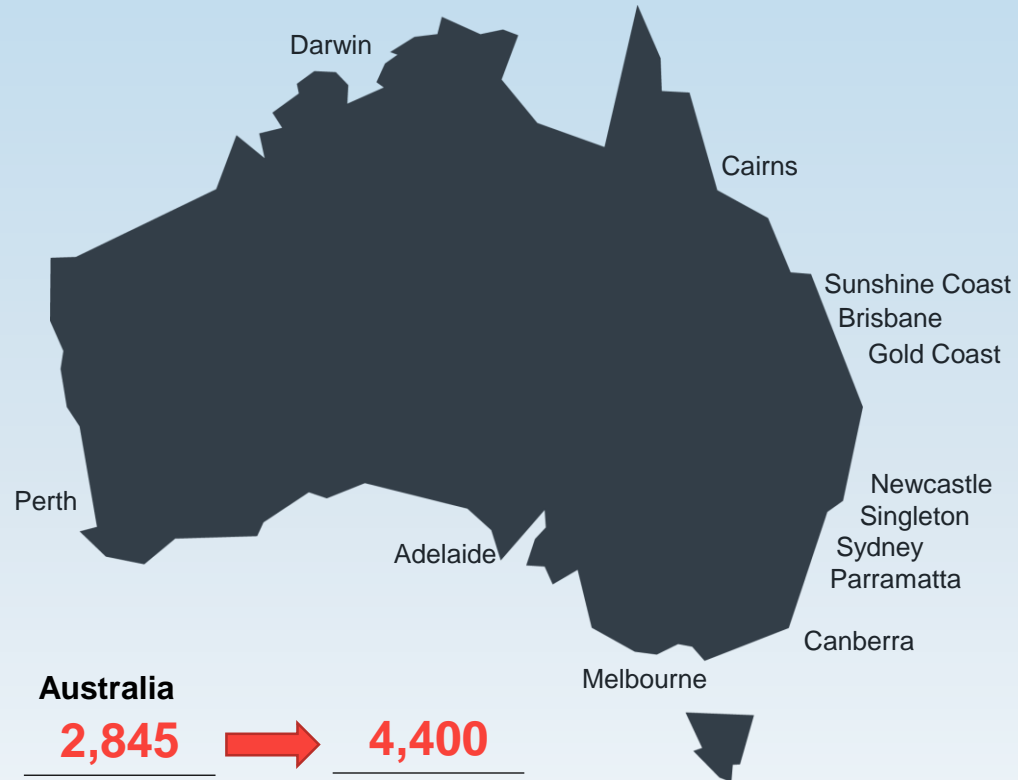
> 300

Employees in our CRC

2021 Horizon

OUR AMBITION

By 2021, WSP Australia will be the premier design, engineering and environmental consultant in Australia by targeting sectors and services in which we can leverage our competitive advantage to profitably outgrow the market.



Australia

2,845 → **4,400**

2018

2021

Manila

155 → **> 300**

2018

2021

4,700

Employees

> 8.9%

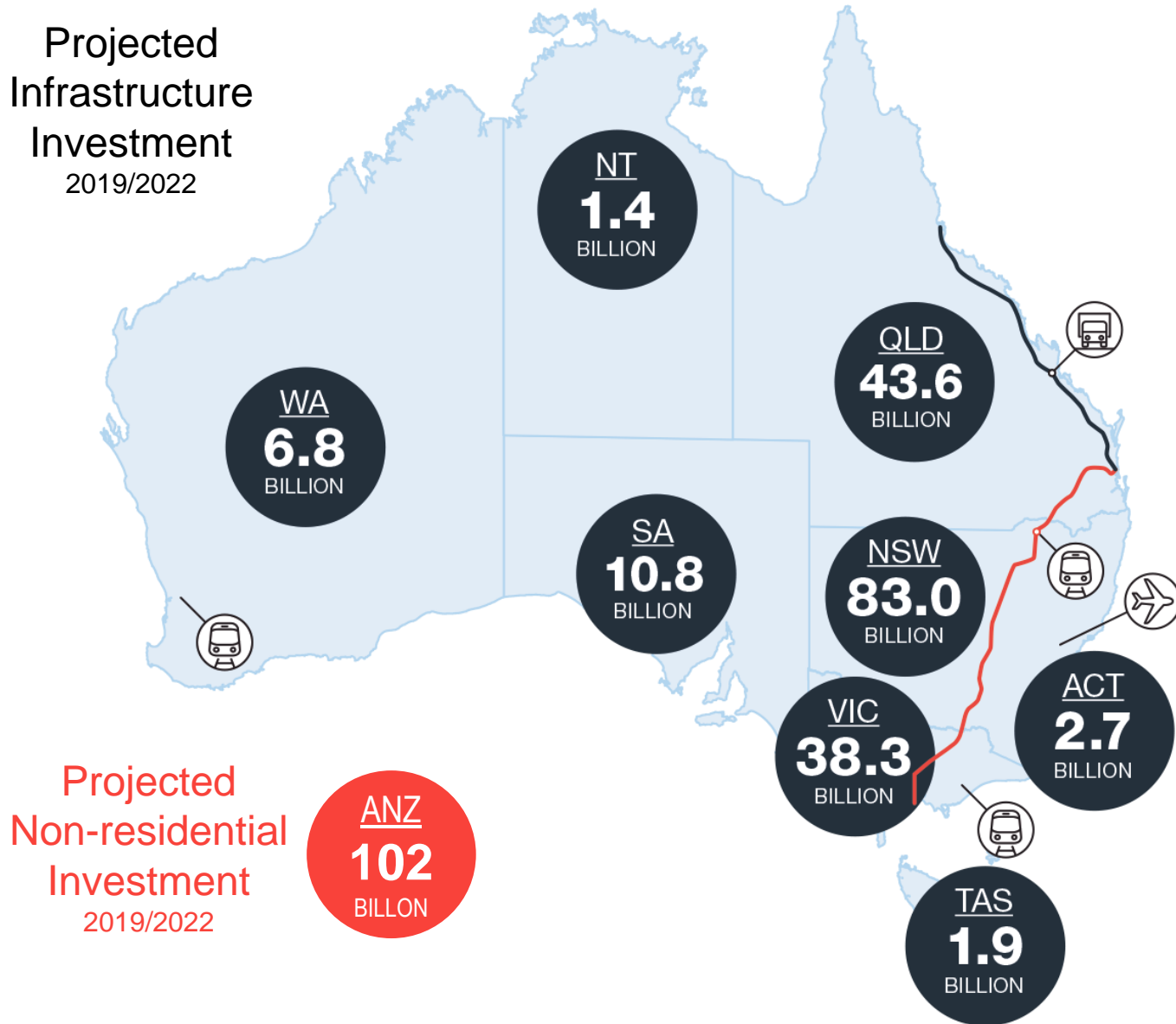
Annual net revenue growth
(organic and acquisitions)

> 300

Employees in our CRC

Our Growth Strategy

Projected
Infrastructure
Investment
2019/2022



Projected
Non-residential
Investment
2019/2022

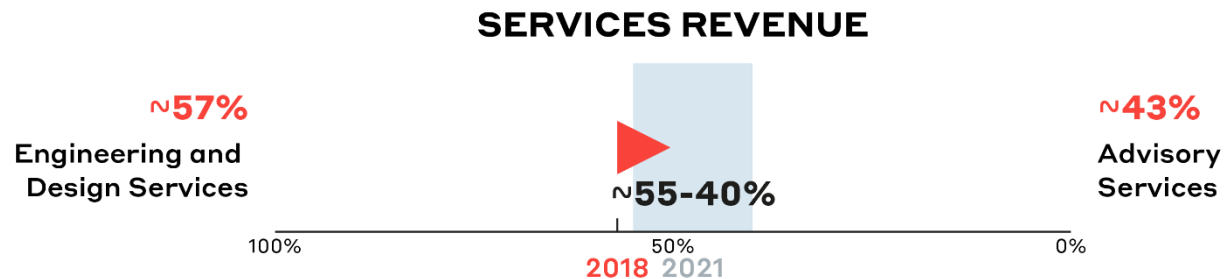
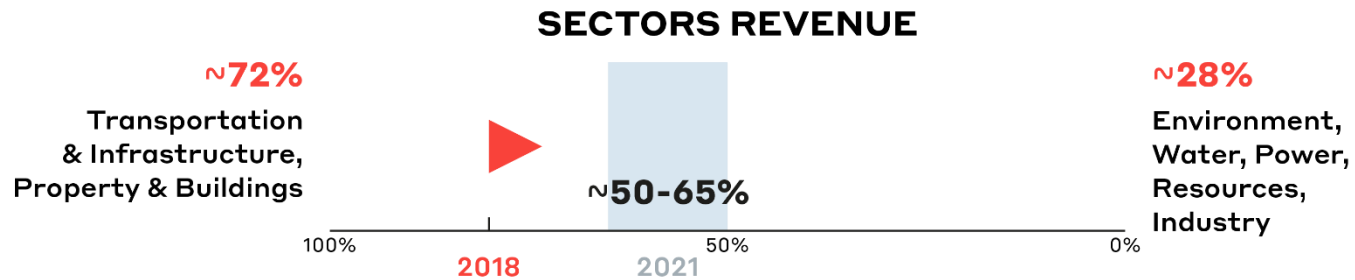


Capitalise on regions with significant sustained infrastructure and non-residential investment.

Drive opportunities in regions where continued growth exists and can be delivered within our appetite for risk.

Source: Federal and State Budget Reports (2018)

Focused growth that is relevant to our clients, people and shareholders



Driving smart diversification in sectors where we have leadership positions as well as those where opportunities for significant growth exist

Continuing to do what we do best by building on our elite expertise in Engineering & Design, while getting closer to our clients by further investing in our Advisory Services

We are socially conscious & reflect the communities we serve

We will make extraordinary efforts to provide our people a healthy, safe, diverse and inclusive workplace to enable them to deliver on their full potential.



Some of the targets we aim to achieve by 2021

> 75%

Over 75% of leadership* positions (and those of their direct reports) will be filled by internal candidates

> 30%

Over 30% of organisational and project leadership positions* will be held by women

> 3%

Over 3% of positions will be held by Indigenous Australians

< 0.8

Lost time injury rate of < 0.8 per 1,000,000 hours worked

5% by 2021

25% by 2030

Reduction in absolute, market-based GHG emissions across our operations

2021 Horizon

What strategic success could look like

**Recognised
experts**

**The
benchmark
in our
industry**

**Proximity to
our clients**

**A diverse
consultancy**

**Unparalleled
client
experience**