

## MODERN SLAVERY ACT POLICY STATEMENT

This statement comprises the slavery and human trafficking statement of COWI UK Limited ('COWI') for the financial year ending 31 March 2020 in accordance with the Modern Slavery Act 2015.

COWI is a provider of professional consultancy services and recognises that slavery and human trafficking remains a hidden problem on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them or to report through the company's WhistleBlowing procedure. We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System. The implementation and operation of this management system underlines our commitment to this policy statement. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to):

1. More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.).
2. Continually audit and review our practices for checking all employees are paid at least the minimum wage and have the right to work;
3. We encourage the reporting of concerns and the protection of whistle blowers.
4. The company will not knowingly support or deal with any business involved in slavery or human trafficking.
5. We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

We expect our supply chain partners to commit to:

1. Sharing our commitment to protecting the health, safety and security of employees, clients and others who could be affected by their activities;
2. Respecting the human rights of their employees; and
3. Paying employees a fair wage and providing good working conditions.

For transparency the company will publish the Modern Slavery Act 2015 Policy Statement on its website for the public, clients, suppliers and employees to view.

**This policy applies to all those employed by COWI UK Limited.**

Signed: \_\_\_\_\_

**Ian Robinson**

Executive Director UK Operations

**COWI UK Ltd**

01/04/2019

