

BIODIVERSITY POLICY

1 Objective

We will support and drive forward measures within our projects and wider work that contribute to the enhancement of biodiversity in the UK & Ireland as well as the global context. We will identify where our actions are at risk of negatively affecting biodiversity and will embrace innovative ways of mitigating this. Through our work, we will leave biodiversity in a measurably better place and play our part in tackling the global biodiversity crisis. The aim of the Company is to identify our responsibility by educating staff and the wider supply chain as to how they can make a positive contribution to biodiversity. Staff are expected and encouraged to report concerns to the Ecology & Biodiversity Lead and management, where they are expected to act upon them.

2 Scope

COWI in the UK & Ireland are companies of consulting professionals, specialising in the design and development of transportation infrastructure and energy projects. We undertake projects at our offices in Bristol, Derby, Dublin, Glasgow, London and York. We are a subsidiary of COWI A/S.

3 Policy statement

This Policy takes into account and supports all other policies, procedures and requirements documented in our Integrated Management System. Additional procedures including disciplinary, ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Senior Leadership Team to ensure its continuing suitability and relevance to the company activities.

As a company we will:

- › Take a nature-positive approach by demonstrating a commitment to biodiversity best practice, striving to include biodiversity net gain within our designs across all work streams
- › Comply with all relevant legislation, policies and guidance, setting our own stretching targets in accordance with industry best practice
- › Develop appropriate corporate targets in relation to biodiversity and monitor progress against these
- › Adequately train and develop our staff to understand the impact of their work on biodiversity and how they can make a positive contribution to its enhancement
- › Foster a culture of appreciating nature and the benefits that are derived from it
- › Collaborate with our customers, partners and suppliers to maximise the benefits to nature that our projects deliver, going beyond legislative requirements
- › Recruit adequate staff levels for the development and implementation of a biodiversity by design approach

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- › The company will not knowingly support or deal with any business involved in the widespread destruction of habitats or source materials that have been derived from these activities
- › Encourage the reporting of concerns and the protection of whistleblowers

We expect our supply chain partners to commit to:

- › Sharing our commitment to enhancing biodiversity
- › Adequately train and support staff to be aware of the impact their activities can have on biodiversity
- › Source materials from activities that have not contributed to widespread habitat destruction

For transparency, the company will publish the Biodiversity 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.

Monitoring and reporting

Staff are encouraged to report any concerns to management either in person or through the COWI Whistleblower programme, where they will be acted upon. All reports will be dealt with independently through Ethics Point.

Accountability and responsibility

The Board of Directors are ultimately responsible for setting ethical, legal and moral standards with regard to this policy.

The Senior Leadership Team are responsible for raising any breach of the policy to the attention of the SVP, who will raise it with the Board if necessary.

The Board of Directors are responsible for establishing suitable channels of communication by which employees or others can report confidentially. Whistleblowers can be used for any concerns and breaches of this policy.

All employees have a responsibility:

- › To be aware of this and other policies and act upon them where necessary

Signed: 

Andrew Sloan
Senior Vice President
COWI UK Limited

31st March 2025