

ENVIRONMENT POLICY

ADDRESS COWI UK Limited
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1 Objective

COWI in the UK & Ireland recognise that its activities could have an impact on the environment and as such, so far as is reasonably practicable, in line with COWI Group's vision to shape a sustainable and liveable world, commit to conduct its business in such a way to protect the local and wider environment and aim for sustainable solutions in general and address the climate and biodiversity crises in particular.

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, Glasgow, London, York and Dublin. 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 Environmental Management System, which is integrated in our Integrated Management System. Additional procedures ensure that this policy is understood and communicated to all levels of the company.

To achieve our objective, we shall:

- › Ensure our operations, designs and advisory services take account of the existing environment and incorporate measures to prevent pollution.
- › Ensure that our operations, designs and advisory services comply with relevant legislation and codes of practice, and customers' environment and sustainability requirements and policies.
- › Ensure that our designs and advisory services incorporate sustainable solutions, in line with COWI's FutureNow strategy, as far as reasonably practicable, with a focus on COWI in the UK & Ireland's priority areas, carbon, biodiversity and social value, each of which has its own policy.
- › Ensure continued improvement by regular review of our objectives and targets.

To meet our commitments, we will:

- › Review this Policy annually or more frequently, depending on legislation changes or changes in work practice.

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2.0	31 ST March 2025	EGKE	AIKN	ANSL	1 st March 2026

- › Raise awareness and educate employees in current relevant legislation and regulations, and best practices with respect to environmental (sustainability) aspects
- › Update and maintain the Environmental Management System (EMS) to reflect the implementation arrangements of these commitments.
- › Manage our EMS according to the principles of BS EN ISO 14001.
- › Provide the resources and infrastructure required to achieve the above.

Monitoring and reporting

Monitoring of the performance of our operations is carried out for selected aspects, based on environmental legislation. Reporting is carried out on a corporate level.

Monitoring and reporting of our performance related to our designs and advisory services is carried on a project basis and fully integrated in our Integrated Management System (IMS).

Accountability and responsibility

The Board of Directors are ultimately responsible for this policy and its implementation.

The Director for Environment is responsible for raising any environmental concerns to the attention of the SVP, who will raise them with the Board of Directors for action and additional allocation of resources where required.

The Director for Environment and the Environmental Manager are responsible for monitoring the environmental system and for the issue of environmental information.

All employees have a responsibility:

- › To co-operate with the company in the implementation of the environmental management system
- › To report any environmental issues to the Environmental Manager UK or the Director responsible for Environment
- › To help implement this policy.

Signed: 

Andrew Sloan
Senior Vice President
COWI UK Limited AND COWI Ireland Limited

31st March 2025