

CORPORATE AND SOCIAL RESPONSIBILITY POLICY STATEMENT

1 Objective

We work together on a daily basis with partners, employees, suppliers and clients to help create a more sustainable approach to high-quality design, to help build stronger local communities, to minimise our environmental footprint and to be responsive to our customers' needs.

The continued success of our company depends on being economically sustainable; we also embrace our social and environmental responsibilities. Corporate responsibility is embedded in the structure of our company and empowers our employees to deliver.

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

We subscribe to development that meets the needs of the present, through a combination of social and economic responsibility and environmental protections, without compromising the ability of future generations to meet their own needs. We aim to:

- › To protect the environment, to preserve natural resources and encourage biodiversity
- › To establish and deploy an environmental management system, to BS EN ISO 14001, enabling objectives to be identified, action plans to be implemented and progress to be monitored
- › To ensure that our facilities and services comply with relevant regulations, taking account of standards as they develop
- › To increase our efforts in terms of development and innovation, in order to improve our ability to respond to environmental challenges
- › To develop our employees' skills, to encourage them to be autonomous and to promote corporate innovation and maximise their potential and create value for our customers

- › To encourage our partners, subcontractors and suppliers to abide by our sustainable development commitments
- › Embrace diversity as an essential component in the way we do business
- › To participate in the social development of communities where our facilities are based
- › To promote our commitment to all stakeholders in facilitating access to essential services and towards the respect of fundamental rights

Accountability and responsibility

The Board of Directors are ultimately responsible for setting ethical, legal and moral standards with regard to corporate and social responsibility and is committed to continual improvements in corporate responsibility and cascading this ethos and corresponding behaviours down through the company.

All employees have a responsibility:

- › To embrace our corporate and social responsibility policy and company ethics
- › To help implement this policy

Signed: _____



Andrew Sloan
Senior Vice President
COWI UK Limited

31st March 2025

Useful links, including to other relevant COWI policies

- › [COWI Group Business Integrity Policy](#)
- › [COWI Whistleblower](#)