

COWI UK & IRELAND

ADDRESS COWI UK Limited
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DIVERSITY, EQUITY, INCLUSION AND BELONGING POLICY STATEMENT

1 Objective

COWI views diversity as a competitive advantage that helps us achieve the best results for our customers. We are an equal opportunity employer, and we comply with the Equality Act 2010 and all other relevant statutory requirements.

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

IN PARTICULAR WE SHALL:

- › Aim to have a diverse workforce that mirrors the diversity in our business and markets.
- › Give equal opportunities to everyone, regardless of sex, age, race, religion or belief, nationality, ethnic and social origin, disability, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity.
- › Ensure that our employment and recruitment practices adhere to local legislation, wherever we work in the world.
- › Continuously improve equal opportunities in our employment and recruitment practices.
- › Ensure that all leaders act as role models for inclusive leadership by cultivating an open and inclusive culture where diverse perspectives and thoughts are seen as a strength to both people, teams and COWI's business.
- › Create a respectful and fair work environment where all employees have a sense of belonging and equitable opportunities to thrive and grow.
- › Take Diversity & Inclusion into account in all relevant decisions, processes and teamwork.

VERSION	DATE OF ISSUE	PREPARED	CHECKED	APPROVED	DATE OF NEXT REVIEW
6.0	31 ST March 2025	MIBW	AIMA	ANSL	1 st March 2026

- › Be transparent about DEIB progress both internally and externally.

WE INTEND TO AIM FOR THE CONTINUOUS IMPROVEMENT IN EQUAL OPPORTUNITIES THROUGH:

- › Reviewing this Diversity, Equity, Inclusion and Belonging Policy annually or more frequently, depending on legislation changes or changes in work practice.
- › Encouraging under-represented groups to apply for employment opportunities with the company, albeit that recruitment to all jobs will be strictly on the ability to fulfil the requirements of the position advertised.
- › Removal of barriers and provision of facilities and conditions of service to meet the needs of disadvantaged and/or underrepresented groups.
- › Provide necessary training and guidance to our employees and managers on DEIB.
- › Effective action to be taken to combat any breaches of this policy.
- › Ensure that suppliers and subcontractors are compliant with our equal opportunities policy.

Accountability and responsibility

The Board of Directors is ultimately responsible for establishing the policy and ensuring that it is complied with.

The Senior Leadership team are responsible for raising any issues to the attention of the SVP, who will raise this with the Board for action if necessary.

The Head of Human Resources is responsible for monitoring the company's diversity, equity, inclusion and belonging opportunities policy and ensuring that it remains compliant with current legislation and best practice. The Head of Human Resources is responsible for raising any issues with the SVP, which will be raised with the Board for action.

All employees have a responsibility:

- › To cooperate with the company and comply with any training or guidance given on equal opportunities
- › To help implement this policy

Signed: _____



Andrew Sloan
Senior Vice President
COWI UK Limited

31st March 2025