

MODERN SLAVERY POLICY

ADDRESS COWI UK Limited
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1 Objective

We acknowledge our statutory and moral obligations to ensure that slavery and human trafficking are fully understood and recognise that it remains a hidden problem in 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.

2 Scope

This statement is made by COWI UK Ltd (COWI) pursuant to section 54 of the Modern Slavery Act 2015 and constitutes COWI's modern slavery and human trafficking statement for the financial year ending 31 December 2025.

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 mitigate risks by continually auditing and reviewing our processes to ensure all employees are paid at least the minimum wage and have the right to work
- › Encouraging the reporting of concerns and the protection of whistleblowers
- › More stringent vetting and investigation of our supply chain, expecting them to comply with our values
- › The company will not knowingly support or deal with any business involved in slavery or human trafficking

We expect our supply chain partners to commit to:

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6.0	1 ST March 2025	AIMA	CJW	ANSL	1 st March 2026

- › Sharing our commitment to protecting the health, safety and security of employees, clients and others who could be affected by their activities
- › Respecting the human rights of their employees
- › 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.

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

Useful links, including to other relevant COWI policies

- › [COWI Whistleblower](#)
- › [UK Modern Slavery Act](#)