

SOCIAL VALUE POLICY

ADDRESS COWI UK Limited
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1 Objective

COWI's social value commitment is reflected in our endorsement of the UN Global Compact as well as our support to the Code of Ethics of the International Federation of Consulting Engineers (FIDIC).

The aim of the Policy is to identify and communicate our social value responsibility to staff and our wider supply chain. Staff are expected and encouraged to report concerns to management, who are then expected to act upon them.

2 Scope

This statement is made by COWI UK Ltd (COWI) pursuant to and aligns with our Group strategy, FUTURE-NOW, which lays out how COWI will accelerate its growth based on the green transition, and our COWI values.

COWI in the UK & Ireland is committed to delivering social value outcomes in accordance with The Procurement Act 2023, The Procurement Reform (Scotland) Act 2014, The Wellbeing of Future Generations (Wales) Act 2015, Circular 05/2023: Initiatives to assist SMEs in Public Procurement and constitutes COWI's social value statement for the financial year ending 31 December 2026.

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.

We will collaborate in the UK & Ireland with our customers and supply chain, and across the wider organisation, embedding social value, good practice, and policy.

COWI's values are the compass for our behaviour. In particular, we shall demonstrate that:

VERSION	DATE OF ISSUE	PREPARED	CHECKED	APPROVED	DATE OF NEXT REVIEW
2.0	31 st March	JUMC	AIKN	ANSL	1 st March 2026

We are Courageous

Create a more sustainable approach to high-quality design.

Maintain and continually improve our environmental management system to BS EN ISO 14001, enabling objectives to be identified, action plans to be implemented, and progress to be monitored.

We Co-Create

Support and encourage customers to develop and implement their strategies for delivering social value.

Inspire our people to contribute towards positive legacies for communities that we interact with, both at a business operation and project level.

Encourage our partners, subcontractors and suppliers to adopt our social value commitments.

We are Curious

Continue to support development and innovation, in order to improve our ability to respond to environmental, economic and social challenges.

Develop our employees' skills, to encourage them to work with their colleagues to promote corporate innovation, maximise their potential and create value for our customers and the people affected by our projects.

We Care

Embrace diversity as an essential component in the way we do business.

Invest in leadership of social value across our UK business and projects.

Participate in and promote the social development of communities where our facilities and projects are based.

Communicating this policy to our employees, supply chain partners and relevant interested parties and reviewing it on an annual basis.

Reporting on our progress in delivering social value as part of our regular UK sustainability governance meetings

Measuring the social value, we generate using recognised frameworks

For transparency, the company will publish the Social Value Policy on its website for the public, clients, suppliers and employees to view.

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 to address 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
- › To proactively engage with others to create or maximise the benefits realised through social value opportunities.

Signed: _____



Andrew Sloan
Senior Vice President
COWI UK Limited

31st March 2025

Useful links, including to other relevant COWI policies

- › [COWI Whistleblower](#)
- › [cowi-group-diversity-and-inclusion-policy.pdf](#)
- › [Corporate social responsibility and compliance](#)