

HEALTH & SAFETY POLICY

ADDRESS COWI UK Limited
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1 Objective

It is our objective to promote a positive culture around health and safety, to enable our colleagues to go home safe and well every day.

We acknowledge and are committed to fulfilling our statutory and other obligations with regards to health, safety, welfare at work and the mental wellbeing of our employees. We have a duty to ensure, so far as is reasonably practicable, the health, safety and welfare of all our employees and all persons likely to be affected by our actions.

We are committed to continual improvement in health and safety, in the wellbeing and good mental health of our employees, providing safe and healthy working conditions and the prevention of accidents, injury and ill health in the workplace.

We recognise that strong health and safety leadership is essential to maintaining and developing a good working environment.

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 will comply with the COWI Group Occupational Health and Safety Policy which states:

- › We will not compromise a healthy and safe working environment for economic or productivity reasons.
- › We will encourage our employees to openly share and discuss health and safety issues.
- › We will emphasize that a healthy and safe working environment requires awareness from both management and employees.
- › We will comply with all relevant health and safety legislation and codes of practice.

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

We recognise that health and safety is an integral part of our working environment and how poor health and safety management can impact business performance. We consider that good Health and Safety practices is a primary goal in all our activities.

In particular we shall:

- › Demonstrate commitment from the Board of Directors to promote a positive health and safety culture and the prevention of accidents, injury and ill health.
- › Provide a framework for setting health, safety and wellbeing objectives.
- › Comply with all relevant health and safety legislation, guidance, best practise and other requirements.
- › Implement and maintain a Health and Safety management system in accordance with the principles of ISO 45001:2018.
- › Provide relevant information, training, resources and support with regards to health, safety and wellbeing.
- › Identify foreseeable health and safety hazards, eliminate where possible, suitably risk assess, reduce the risk to as low as is reasonably practicable (ALARP) and manage the residual risk in all aspects of our work.
- › Provide well trained and competent personnel to manage health and safety for all business activities.
- › Consult and communicate with employees on health, safety and wellbeing matters.
- › Provide a safe place of work with sufficient first aid facilities, welfare facilities, equipment, mental health support, trained personnel and emergency procedures.
- › Provide safe systems of work.
- › Set targets for the reduction of accidents rates, ill health and damage to property.
- › Encourage our colleagues to stop work immediately and report any accidents, incidents, unsafe acts, near misses and omissions.

We are committed to continual improvement in health, safety and wellbeing through:

Reviewing this policy annually or more frequently depending on legislation changes or changes in work practices.

Regular feedback and consultation with employees and providing current, relevant health, safety and wellbeing information.

Monitoring and reporting

We will evaluate our performance by participating in the COWI employee surveys, which are reviewed at group level down to discipline level and action plans prepared.

We will set health, safety and wellbeing KPIs and monitor our performance at the annual management review.

We will reactively monitor accident, incident and near misses and investigate them to identify the root cause and lessons learnt.

We will proactively monitor our health and safety management system through audit and inspection.

Accountability and responsibility

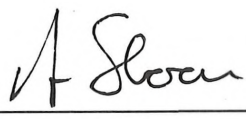
The Board of Directors is ultimately responsible for setting objectives to promote a positive health, safety and wellbeing culture for all employees, allocating suitable resources to manage health and safety and the implementation of this policy.

The Senior Vice President responsible for Health and Safety is responsible for raising any health, safety and wellbeing concerns to the attention of the Board of Directors for action and additional allocation of resources where required.

The Senior Vice President responsible for Health and Safety and the Head of Health and Safety are responsible for monitoring company health, safety and wellbeing operations and for the issue of related instructions and information.

All employees have a responsibility:

- › To comply with their legal responsibilities as an employee under health and safety legislation.
- › To take reasonable care of their own health, safety and wellbeing and that of others who may be affected by their actions or omissions.
- › To co-operate with the company policies in place to protect them and others.
- › Not to interfere or misuse anything provided in the interest of health, safety or wellbeing.
- › To report any accidents, incidents, near misses, unsafe acts or unsafe behaviours in accordance with company procedures.
- › To stop work and report if they are asked to participate in an activity which is unsafe.
- › To be kind and supportive to each other, to live our COWI value of "we care".
- › 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

- > [Report accidents & near-misses](#)
- > [IMS Tool box](#)