

COWI UK & IRELAND

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MENTAL HEALTH AND WELLBEING POLICY STATEMENT

1 Objective

It is our objective to promote a positive culture around mental health and wellbeing and to tackle the work-related causes of mental health problems.

We acknowledge and are committed to fulfilling statutory obligations with regard to mental health and wellbeing and upholding the rights of our employees under the Equality Act 2010 and Equal Status Acts 2000-2018. 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 mental health and wellbeing, providing safe and healthy working conditions and the prevention of ill health as a result of undue or unnecessary stress in the workplace.

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.

We recognise that good mental health and the wellbeing of our colleagues are an essential part of our working environment and are fundamental to effective business performance.

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

In particular we shall:

- › Demonstrate commitment from the Board of Directors to promote good mental health and the prevention of injury and ill health.
- › Provide relevant information, training, resources and support with regards to mental health and wellbeing.
- › Provide trained Mental Health First Aiders (MHFA).
- › Encourage our employees to report any concerns about mental health and wellbeing and provide processes to deal with these concerns in a sensitive and confidential manner.
- › Provide reasonable adjustments to working conditions as required.
- › Review our work activities to take account of the impact on our employees' mental health and wellbeing.
- › Promote a healthy lifestyle, including the benefits of work-life balance.
- › Not to positively discriminate on the basis of employees exceeding contracted working hours.

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

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

Regular feedback and discussion with employees, and providing current, relevant mental health and wellbeing information.

Monitoring and reporting

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

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

Accountability and responsibility

The Board of Directors is ultimately responsible for setting objectives to promote good mental health and wellbeing for all employees and the implementation of this policy.

The Senior Vice President responsible for Health and Safety is responsible for raising any mental health 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 take reasonable care of their own mental health and wellbeing
- › To co-operate with the company in promoting a positive mental health culture
- › To raise any concerns with their Line Manager / Head of People and Organisation / Head of Health and Safety about their own or a colleague's mental health
- › 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

- › [IMS Wellbeing](#)